

# LABOUR STATISTICS

1976

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## CONTENTS

Page

### THE LABOUR FORCE

The population census	4
The population survey	13
The labour force survey	13
Supplementary surveys	32
Labour force experience during 1976	33
Labour mobility	35
Leavers from schools, universities and other educational institutions	39
Persons aged 15 to 64 years : employment status and period since leaving school	40
Persons looking for work	42
Work patterns of employees	43
Job tenure	46
Frequency of pay	48
Evening and night work	49
Family status and employment status of the population	50
Employed wage and salary earners	52
Persons registered with the Commonwealth Employment Service as unemployed	57

### INCOME, EARNINGS AND HOURS

Income distribution, 1973-74	59
Weekly earnings of employees (distribution)	66
Surveys of earnings and hours	73
Surveys of earnings and hours of employees – distribution and composition (May surveys)	73
Surveys of weekly earnings and hours (October surveys)	80
Average weekly earnings per employed male unit	88
Prescribed rates of wage and hours of work	91
Wage rates indexes	91
Prescribed weekly hours of work, December 1976	98
Distribution of weekly wage rates, wage rates indexes, November 1976	99
Basic wages, minimum wages, and increases in total award wages	100
Award rates of pay and prescribed hours of work, principal occupations	101

### OTHER LABOUR STATISTICS

Industrial disputes	104
Job vacancies	112
Labour turnover	116
Trade unions	120

### GRAPHS

Labour force participation rates	17
Unemployment rates	18

## THE LABOUR FORCE

Further detail on subjects dealt with in this section is contained in other ABS publications. For subjects relating to population censuses reference should be made to the series of mimeographed and printed publications issued by the Bureau. Detailed information on the labour force and on employment and unemployment is contained in mimeographed bulletins *The Labour Force* (Reference No. 6.20) and *Employment and Unemployment* (Reference No. 6.4). Current information is also available in the *Monthly Review of Business Statistics* and the *Digest of Current Economic Statistics*. Preliminary estimates are issued in quarterly statements *The Labour Force* (Reference No. 6.32) and *Unemployment* (Reference No. 6.35) and a monthly statement *Employed Wage and Salary Earners* (Reference No. 6.12).

This section contains a number of series relating to the labour force and its components. The labour force comprises two categories of persons: those who are employed and those who are unemployed. In the first category are included employers, self-employed persons, wage and salary earners, and unpaid helpers. Comprehensive details for each State and Territory and for Australia as a whole in respect of persons in the labour force, classified according to industry, occupation and occupational status (i.e. whether employers, self-employed persons, wage and salary earners or unpaid helpers) and personal characteristics such as age, sex,

marital status and birthplace, are obtained only at a general census of population. A summary of the information about the labour force that was obtained at the population census of June 1971 is given on pages 4 to 12. Results of the 1976 census are not yet available.

In the periods between population censuses, estimates of the labour force are obtained through the population survey, which is carried out by means of personal interviews at a sample of households throughout Australia in February, May, August and November each year. See pages 13 to 31. The survey provides, in addition to particulars of the demographic composition of the labour force, broad estimates of occupational status, occupation, industry and hours of work.

Detailed industry estimates for each State and Territory are obtained only in respect of wage and salary earners, through a monthly collection from employers. These estimates, which exclude employees in agriculture and in private households employing staff, are based on benchmarks established by analysing data from the 1971 population census and other relevant sources, such as special returns from government bodies and the Bureau's economic censuses and surveys. Further information about estimates of employed wage and salary earners is given on pages 52 to 57.

## THE POPULATION CENSUS

### General

Labour force statistics from the 1976 census are not yet available. The figures in this section therefore relate to the census of 30 June 1971.

In the 1971 census the labour force was defined as those persons aged 15 years and over who answered 'Yes' to any of the following questions on the 1971 Census Schedule:

- (a) 'Did this person have a full or part-time job, or business or farm of any kind last week?'
- (b) 'Did this person do any work at all last week for payment or profit?'
- (c) 'Was this person temporarily laid off by his employer without pay for the whole of last week?'
- (d) 'Did this person look for work last week?'

Thus the labour force comprises those persons who worked, those who had a job from which they were temporarily absent, those who were temporarily laid off without pay for the whole of the reference week and those who did not work, did not have a job and were actively looking for work.

Persons helping but not receiving wages or salary who usually worked less than 15 hours a week are excluded from the labour force. Bonded trainees (including trainee teachers) and cadets engaged in full-time study at educational institutions are also excluded, even though such institutions were conducted by their employer.

The unemployed members of the labour force are those persons who answered 'No' to Questions (a) and (b) and 'Yes' to Question (d) and those who answered 'Yes' to Question (a), 'No' to Question (b) and 'Yes' to Question (c). Thus the unemployed consist of those persons who did no work during the reference week and either looked for work (having no job) or were temporarily laid off without pay from a job.

This approach conforms closely to the recommendations of the Eighth International Conference of Labour Statisticians held in Geneva in 1954.

According to the definition any labour force activity during the previous week, however little, results in the person's being counted in the labour force.

Thus many persons whose main activity is not a labour force one (e.g. housewife, full-time student) are drawn into the labour force by virtue of part-time or occasional labour force activity in the previous week. Answers to the question on usual major activity indicate that there were substantially more of such persons at the Census of 1971 than at the Census of 1966 and that they were predominantly females.

On the other hand, the definition excludes persons who may frequently or usually participate in the labour force but who in the previous week happened to have withdrawn from the labour force. Answers to the question on usual major activity indicate that there were substantially more of such persons at the Census of 1971 than at the Census of 1966, especially among males.

A similar definition of the labour force is used in the quarterly population sample survey conducted by the Bureau by the method of personal interview. This survey is used to measure changes in the labour force from quarter to quarter in the intercensal period.

Evidence from post-enumeration surveys and pilot tests indicates that the personal interview approach tends to identify a larger number of persons as in the labour force than does the filling in of the census questions on the schedule by the householder, and that this tendency increased between the 1966 and 1971 Censuses.

The above considerations should be borne in mind if comparisons of the total labour force or labour force participation rates are made between the 1966 and 1971 Censuses, or between the 1971 Census and the 1971 labour force quarterly estimates, or if the 1971 Census figures for wage and salary earners are compared with the estimates of employed wage and salary earners shown on pages 52 to 57.

#### **Occupational status, employment status and labour force status.**

At the 1971 Census the terms 'occupational status', 'employment status' and 'labour force status' were used and the relationship between these terms is illustrated by the following classifications:

<i>Occupational status</i>	<i>Employment status</i>	<i>Labour force status</i>
1. Employer	Employed	In the labour force
2. Self-employed		
3. Employee		
4. Helper		
5. Looking for first job	Unemployed	Not in the labour force
6. Other unemployed		
7. Not in the labour force	Not in the labour force	Not in the labour force

## POPULATION : OCCUPATIONAL STATUS, CENSUS 30 JUNE 1971

<i>Occupational status</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
In labour force –			
Employed –			
Employer	217,792	59,646	277,438
Self-employed	300,422	77,637	378,059
Employee on wage or salary	3,058,672	1,494,298	4,552,970
Helper, unpaid	9,640	22,321	31,961
<i>Total employed</i>	<i>3,586,526</i>	<i>1,653,902</i>	<i>5,240,428</i>
Unemployed –			
Looking for first job	8,237	7,824	16,061
Other unemployed	44,876	29,123	73,999
<i>Total unemployed</i>	<i>53,113</i>	<i>36,947</i>	<i>90,060</i>
<b>Total in labour force</b>	<b>3,639,639</b>	<b>1,690,849</b>	<b>5,330,488</b>
Not in labour force –			
Aged 0–14 years	1,880,557	1,789,495	3,670,052
Other not in labour force	892,515	2,862,583	3,755,098
<b>Total not in labour force</b>	<b>2,773,072</b>	<b>4,652,078</b>	<b>7,425,150</b>
<b>Total population</b>	<b>6,412,711</b>	<b>6,342,927</b>	<b>12,755,638</b>

POPULATION : OCCUPATIONAL STATUS . STATES AND TERRITORIES,  
CENSUS, 30 JUNE 1971 – PERSONS

<i>Occupational Status</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Australia</i>
In labour force –									
Employed –									
Employer	92,254	74,116	48,876	25,300	25,182	8,568	1,182	1,960	277,438
Self-employed	122,155	109,129	61,727	38,015	33,546	10,334	1,109	2,044	378,059
Employee on wage or salary	1,704,627	1,257,392	594,306	411,004	359,704	130,276	36,189	59,472	4,552,970
Helper, unpaid	9,822	8,537	5,719	3,249	3,298	1,037	106	193	31,961
<i>Total employed</i>	<i>1,928,858</i>	<i>1,449,174</i>	<i>710,628</i>	<i>477,568</i>	<i>421,730</i>	<i>150,215</i>	<i>38,586</i>	<i>63,669</i>	<i>5,240,428</i>
Unemployed –									
Looking for first job	5,589	4,255	2,345	1,795	1,276	503	127	171	16,061
Other unemployed	25,682	19,562	10,949	6,560	7,376	2,544	582	744	73,999
<i>Total unemployed</i>	<i>31,271</i>	<i>23,817</i>	<i>13,294</i>	<i>8,355</i>	<i>8,652</i>	<i>3,047</i>	<i>709</i>	<i>915</i>	<i>90,060</i>
<b>Total in labour force</b>	<b>1,960,129</b>	<b>1,472,991</b>	<b>723,922</b>	<b>485,923</b>	<b>430,382</b>	<b>153,262</b>	<b>39,295</b>	<b>64,584</b>	<b>5,330,488</b>
Not in labour force –									
Aged 0–14 years	1,269,101	1,012,549	540,080	339,850	312,042	121,323	28,405	46,702	3,670,052
Other not in labour force	1,371,950	1,016,811	563,063	347,934	288,045	115,828	18,690	32,777	3,755,098
<b>Total not in labour force</b>	<b>2,641,051</b>	<b>2,029,360</b>	<b>1,103,143</b>	<b>687,784</b>	<b>600,087</b>	<b>237,151</b>	<b>47,095</b>	<b>79,479</b>	<b>7,425,150</b>
<b>Total population</b>	<b>4,601,180</b>	<b>3,502,351</b>	<b>1,827,065</b>	<b>1,173,707</b>	<b>1,030,469</b>	<b>390,413</b>	<b>86,390</b>	<b>144,063</b>	<b>12,755,638</b>

## Occupation

Occupation is defined as the type of work performed by an employed person and should not be confused with the type of productive activity, business or service carried out by the establishment in which a person works, e.g. a carpenter employed by a steel-making establishment would have the occupation 'carpenter' and industry 'steel manufacture'; an electrician working at an oil refinery would have the occupation 'electrician' but his industry would be 'oil refining'. In accordance with the International Standard Classification of Occupations the structure of the Australian classification used for the 1971 and previous censuses was based primarily on the nature of the work done. The 1971 classification was prepared from the International Standard Classification of Occupations 1958 (revised 1966).

The classification of persons to an occupation based upon the replies provided on census schedules can be a most difficult task. This is particularly so in respect of occupations described as 'professional'. This can be simply illustrated by taking the reply 'engineer', which is provided on census schedules by persons ranging from university graduates in engineering to mechanics of various types, locomotive drivers and attendants of stationary engines.

Much of this difficulty can be overcome by studying the answers to the census questions on qualifications held, but considerable knowledge of qualifications is needed to use them effectively in coding occupations. Such knowledge could not be conveyed in a simple set of instructions to the coders employed for census processing.

For this reason occupation minor group OA (Architects, engineers and surveyors, professional) is limited solely to persons holding a university degree. Other persons describing themselves in professional terms but not holding a degree were classified to minor group OK (Draftsmen and technicians, n.e.c.).

This is of course too restrictive a definition of many 'professional' occupations and consequently a set of tabulations of the individual occupations in minor group OK cross-classified by tertiary qualifications held (other than university degrees) was produced as a supplement to all tabulations showing occupation at the minor group level. Information from these supplementary tabulations is available on request.

### EMPLOYED POPULATION : OCCUPATION, CENSUS, 30 JUNE 1971

<i>Major and minor occupation group</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Professional, technical and related workers -			
Architects, engineers and surveys, professional	16,833	203	17,036
Chemists, physicists, geologists and other related scientists	7,025	831	7,856
Biologists, veterinarians, agronomists and related scientists	6,458	1,076	7,534
Medical practitioners and dentists	17,267	2,317	19,584
Nurses, including probationers or trainees	5,047	84,473	89,520
Professional medical workers, n.e.c.	8,105	6,275	14,380
Teachers	67,009	88,528	155,537
Clergy and related members of religious orders	10,360	2,479	12,839
Law professionals	9,690	609	10,299
Artists, entertainers, writers and related workers	19,733	10,830	30,563
Draftsmen and technicians, n.e.c.	100,173	16,320	116,493
Other professional, technical and related workers	41,629	13,238	54,867
<i>Total professional, etc. workers</i>	<i>309,329</i>	<i>227,179</i>	<i>536,508</i>

EMPLOYED POPULATION : OCCUPATION, CENSUS, 30 JUNE 1971 - *continued*

<i>Major and minor occupation group</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Administrative, executive and managerial workers -			
Administrative and executive officials, government, n.e.c.	11,721	191	11,912
Employers, workers on own account, status 0, directors, managers, n.e.c.	295,121	41,841	336,962
<i>Total administrative, etc., workers</i>	<i>306,842</i>	<i>42,032</i>	<i>348,874</i>
Clerical workers -			
Book-keepers and cashiers	41,346	51,980	93,326
Stenographers and typists	..	171,752	171,752
Other clerical workers	259,366	305,964	565,330
<i>Total clerical workers</i>	<i>300,712</i>	<i>529,696</i>	<i>830,408</i>
Sales workers -			
Insurance, real estate salesmen, auctioneers and valuers	31,383	2,249	33,632
Commercial travellers and manufacturers agents	46,816	2,511	49,327
Proprietors and shopkeepers, workers on own account, n.e.c. status 0, retail and wholesale trade, salesmen, shop assistants and related workers	139,792	199,135	338,927
<i>Total sales workers</i>	<i>217,991</i>	<i>203,895</i>	<i>421,886</i>
Farmers, fishermen, hunters, timber getters and related workers -			
Farmers and farm managers	205,982	40,470	246,452
Farm workers, including farm foremen	114,404	22,000	136,404
Wool classers	1,953	10	1,963
Hunters and trappers	555	..	555
Fishermen and related workers	7,170	210	7,380
Timber getters and other forestry workers	11,064	88	11,152
<i>Total farmers, etc.</i>	<i>341,128</i>	<i>62,778</i>	<i>403,906</i>
Miners, quarrymen and related workers -			
Miners, mineral prospectors and quarrymen	28,843	89	28,932
Well drillers, oil, water and related workers	1,084	1	1,085
Mineral treaters	3,870	..	3,870
<i>Total miners, quarrymen, etc.</i>	<i>33,797</i>	<i>90</i>	<i>33,887</i>
Workers in transport and communication -			
Deck and engineer officers, ship, not services	3,434	9	3,443
Deck and engine room hands, ship and boatmen, not services	5,703	..	5,703
Aircraft pilots, navigators and flight engineers, not services	3,147	22	3,169
Drivers and firemen, rail transport	11,486	..	11,486
Drivers, road transport	168,830	6,626	175,456
Guards and conductors, railway	4,060	..	4,060
Inspectors, supervisors, traffic controllers and despatchers, transport	20,787	830	21,617
Telephone, telegraph and related communication operators	3,410	25,508	28,918
Postmasters, postmen and messengers	23,011	5,479	28,490
Workers in transport and communication, n.e.c.	7,165	1,283	8,448
<i>Total workers in transport, etc.</i>	<i>251,033</i>	<i>39,757</i>	<i>290,790</i>
Tradesmen, production-process workers and labourers, n.e.c. -			
Spinners, weavers, knitters, dyers and related workers	14,428	19,444	33,872
Tailors, cutters, furriers and related workers	16,963	60,509	77,472
Leathercutters, lasters, sewers (except gloves and garments) and related workers	7,907	9,585	17,492
Furnacemen, rollers, drawers, moulders and related metal making and treating workers	20,776	..	20,776
Precision instrument makers, watchmakers, jewellers and related workers	15,321	1,350	16,671
Toolmakers, metal machinists, mechanics, plumbers and related metal workers	366,933	4,628	371,561



EMPLOYED POPULATION : OCCUPATION, CENSUS, 30 JUNE 1971 - *continued*

<i>Major and minor occupation group</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Electricians and related electrical and electronic workers	128,888	1,015	129,903
Metal workers, metal and electrical production-process workers, n.e.c.	61,361	35,001	96,362
Carpenters, woodworking machinists, cabinetmakers, and related workers	121,555	2,547	124,102
Painters and decorators	49,359	876	50,235
Bricklayers, plasterers and construction workers, n.e.c.	104,262	25	104,287
Compositors, printing machinists, engravers, bookbinders and related workers	33,663	8,330	41,993
Potters, kilnmen, glass and clay formers and related workers	10,014	1,754	11,768
Millers, bakers, butchers, brewers and related food and drink workers	77,373	17,716	95,089
Chemical, sugar and paper production-process workers	22,669	5,216	27,885
Tobacco preparers and tobacco product makers	836	1,435	2,271
Paper products, rubber, plastic and production-process workers, n.e.c.	28,660	15,039	43,699
Packers, wrappers, labellers	11,173	26,367	37,540
Stationary engine, excavating and lifting equipment operators	71,281	260	71,541
Storemen and freight handlers	97,333	3,574	100,907
Labourers, n.e.c.	196,095	9,170	205,265
<i>Total tradesmen, etc.</i>	<i>1,456,850</i>	<i>223,841</i>	<i>1,680,691</i>
Service, sport and recreation workers -			
Fire brigade, police and other protective service workers	40,536	962	41,498
Housekeepers, cooks, maids and related workers	18,666	107,302	125,968
Waiters, bartenders	14,208	31,826	46,034
Caretakers, cleaners, buildings	33,679	40,359	74,038
Barbers, hairdressers and beauticians	7,468	20,764	28,232
Launderers, dry cleaners and pressers	5,031	13,160	18,191
Athletes, sportsmen and related workers	3,490	836	4,326
Photographers and camera operators	3,490	714	4,204
Undertakers and crematorium workers	923	40	963
Service, sport, recreation workers, n.e.c.	16,880	27,228	44,108
<i>Total service, etc., workers</i>	<i>144,371</i>	<i>243,191</i>	<i>387,562</i>
Members of armed services -			
Officers, Royal Australian Air Force	2,108	133	2,241
Other ranks, Royal Australian Air Force	14,810	793	15,603
Officers, Australian Military Forces	3,019	168	3,187
Other ranks, Australian Military Forces	29,271	842	30,113
Officers, Royal Australian Navy	1,588	43	1,631
Other ranks, Royal Australian Navy	11,809	612	12,421
Officers, Overseas Forces in Australia	..	..	..
Other ranks, Overseas Forces in Australia	..	..	..
<i>Total armed services</i>	<i>62,605</i>	<i>2,591</i>	<i>65,196</i>
Occupation inadequately described or not stated -			
Occupation inadequately described or not stated: excluding managerial workers, 'other and inadequately described or not stated', code No. 119 major group 1	161,868	78,852	240,720
<b>Total employed (a)</b>	<b>3,586,526</b>	<b>1,653,902</b>	<b>5,240,428</b>

(a) Persons who, during the week prior to the Census, were unemployed or who were classified as not in the labour force are not included in this table.

### Industry

Industry is defined as the branch of productive activity, business or service carried out by the establishment in which a person is employed.

For the 1971 Census the classification of industry was based on the Preliminary Edition of the Australian Standard Industrial Classification (ASIC). For the purposes of the population census an 'undefined'

category was added, where appropriate, to individual Divisions, Sub-divisions and Groups of the classification to facilitate the coding of imprecise or generalised descriptions of industrial activities on the census schedules. At the 1966 and previous censuses, industry was determined from the respondent's own stated description of the 'kind of industry, business or service' in which he worked. As a result there is discontinuity in the census industry figures.

## EMPLOYED POPULATION : INDUSTRY, CENSUS, 30 JUNE 1971

<i>Industry division and sub-division</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<b>Agriculture, forestry, fishing and hunting –</b>			
Agriculture	283,262	66,422	349,684
Services to agriculture	15,061	902	15,963
Forestry and logging	11,909	419	12,328
Fishing and hunting	7,950	438	8,388
Agriculture, forestry, fishing and hunting, undefined	36	8	44
<b>Total agriculture, forestry, fishing and hunting</b>	<b>318,218</b>	<b>68,189</b>	<b>386,407</b>
<b>Mining –</b>			
Metallic minerals	31,925	2,260	34,185
Coal	19,414	384	19,798
Crude petroleum (including natural gas)	448	28	476
Construction materials	6,643	491	7,134
Other non-metallic minerals	2,936	201	3,137
Services to mining	7,806	2,040	9,846
Mining undefined	1,275	172	1,447
<b>Total mining</b>	<b>70,447</b>	<b>5,576</b>	<b>76,023</b>
<b>Manufacturing –</b>			
Food, beverages and tobacco	135,128	47,373	182,501
Textiles	28,035	22,218	50,253
Clothing and footwear (including knitting mills)	23,920	75,346	99,266
Wood, wood products and furniture (except sheet metal)	66,849	8,696	75,545
Paper and paper products, printing and publishing	73,731	27,682	101,413
Chemical, petroleum and coal products	45,625	17,224	62,849
Glass, clay and other non-metallic mineral products	47,175	5,640	52,815
Basic metal products	84,005	6,816	90,821
Fabricated metal products	88,606	19,440	108,046
Transport equipment	122,885	13,670	136,555
Other industrial machinery and equipment and household appliances	139,494	45,717	185,211
Leather, rubber and plastic products and manufacturing n.e.c.	42,280	20,422	62,702
Manufacturing, undefined	5,541	2,100	7,641
<b>Total manufacturing</b>	<b>903,274</b>	<b>312,344</b>	<b>1,215,618</b>
<b>Electricity, gas and water –</b>			
Electricity and gas	61,850	5,884	67,734
Water, sewerage and drainage	21,900	1,618	23,518
<b>Total electricity, gas and water</b>	<b>83,750</b>	<b>7,502</b>	<b>91,252</b>
<b>Construction –</b>			
General construction	252,904	11,738	264,642
Special-trade contracting	131,603	8,406	140,009
Construction, undefined	7,301	277	7,578
<b>Total construction</b>	<b>391,808</b>	<b>20,421</b>	<b>412,229</b>

EMPLOYED POPULATION : INDUSTRY, CENSUS, 30 JUNE 1971 – *continued*

<i>Industry division and sub-division</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Wholesale and retail trade –			
Wholesale trade	244,873	92,769	337,642
Retail trade	355,464	294,423	649,887
Wholesale and retail trade, undefined	374	185	559
<i>Total wholesale and retail trade</i>	<i>600,711</i>	<i>387,377</i>	<i>988,088</i>
Transport and storage –			
Road transport	112,074	13,859	125,933
Railway transport	55,086	5,599	60,685
Water transport	33,579	2,415	35,994
Air transport	21,084	5,495	26,579
Other transport and storage	15,914	5,883	21,797
Transport and storage, undefined	662	63	725
<i>Total transport and storage</i>	<i>238,399</i>	<i>33,314</i>	<i>271,713</i>
<i>Communication</i>	<i>78,316</i>	<i>25,169</i>	<i>103,485</i>
Finance, insurance, real estate and business services –			
Finance and investment	70,710	51,877	122,587
Insurance	36,294	29,301	65,595
Real estate and business services	98,152	76,706	174,858
Finance, insurance, real estate and business services, undefined	263	115	378
<i>Total finance, insurance, real estate and business services</i>	<i>205,419</i>	<i>157,999</i>	<i>363,418</i>
Public administration and defence –			
Public administration	130,724	60,171	190,895
Defence	83,435	8,726	92,161
Public administration and defence, undefined	60	36	96
<i>Total public administration and defence</i>	<i>214,219</i>	<i>68,933</i>	<i>283,152</i>
Community services –			
Health	58,584	182,025	240,609
Education, libraries, museums and art galleries	85,561	124,171	209,732
Welfare and charitable services and religious institutions	17,835	16,985	34,820
Other community services	61,357	17,545	78,902
Community services, undefined	119	467	586
<i>Total community services</i>	<i>223,456</i>	<i>341,193</i>	<i>564,649</i>
Entertainment, recreation, restaurants, hotels and personal services –			
Entertainment and recreational services	29,083	22,412	51,495
Restaurants, hotels and clubs	57,612	83,700	141,312
Personal services	21,359	40,857	62,216
Private households employing staff	1,212	10,967	12,179
Entertainment, recreation, restaurants, hotels and personal services, undefined	204	105	309
<i>Total entertainment, recreation, restaurants, hotels and personal services</i>	<i>109,470</i>	<i>158,041</i>	<i>267,511</i>
<i>Non-classifiable establishments</i>	<i>149,039</i>	<i>67,844</i>	<i>216,883</i>
<b>Total employed (a)</b>	<b>3,586,526</b>	<b>1,653,902</b>	<b>5,240,428</b>

(a) Persons who, during the week prior to the Census, were unemployed or who were classified as not in the labour force are not included in this table.

**EMPLOYED POPULATION : INDUSTRY AND OCCUPATIONAL STATUS,  
CENSUS, 30 JUNE 1971**

<i>Industry division</i>	<i>Employer</i>	<i>Self-employed</i>	<i>Employee</i>	<i>Helper</i>	<i>Total</i>
<b>MALES</b>					
Agriculture, forestry, fishing and hunting	52,681	139,286	120,951	5,300	318,218
Mining	436	1,566	68,349	96	70,447
Manufacturing	14,818	11,315	876,910	231	903,274
Electricity, gas and water	36	28	83,685	1	83,750
Construction	31,074	40,516	320,024	194	391,808
Wholesale and retail trade	62,243	48,403	489,315	750	600,711
Transport and storage	10,025	24,111	204,131	132	238,399
Communication	29	102	78,184	1	78,316
Finance, insurance, real estate and business services	18,263	12,200	174,766	190	205,419
Public administration and defence	..	..	214,219	..	214,219
Community services	11,526	3,350	207,249	1,331	223,456
Entertainment, recreation, restaurants, hotels and personal services	14,218	11,717	83,231	304	109,470
Non-classifiable establishments	2,443	7,828	137,658	1,110	149,039
<i>Total employed (a)</i>	<i>217,792</i>	<i>300,422</i>	<i>3,058,672</i>	<i>9,640</i>	<i>3,586,526</i>
<b>FEMALES</b>					
Agriculture, forestry, fishing and hunting	11,888	27,182	19,916	9,203	68,189
Mining	52	84	5,416	24	5,576
Manufacturing	3,657	3,846	304,308	533	312,344
Electricity, gas and water	7	4	7,490	1	7,502
Construction	2,779	1,564	15,575	503	20,421
Wholesale and retail trade	24,879	25,954	333,214	3,330	387,377
Transport and storage	1,413	1,790	29,806	305	33,314
Communication	17	81	25,068	3	25,169
Finance, insurance, real estate and business services	2,058	3,733	151,897	311	157,999
Public administration and defence	..	..	68,933	..	68,933
Community services	2,014	4,536	330,936	3,707	341,193
Entertainment, recreation, restaurants, hotels and personal services	10,391	7,110	139,280	1,260	158,041
Non-classifiable establishments	491	1,753	62,459	3,141	67,844
<i>Total employed (a)</i>	<i>59,646</i>	<i>77,637</i>	<i>1,494,298</i>	<i>22,321</i>	<i>1,653,902</i>
<b>PERSONS</b>					
Agriculture, forestry, fishing and hunting	64,569	166,468	140,867	14,503	386,407
Mining	488	1,650	73,765	120	76,023
Manufacturing	18,475	15,161	1,181,218	764	1,215,618
Electricity, gas and water	43	32	91,175	2	91,252
Construction	33,853	42,080	335,599	697	412,229
Wholesale and retail trade	87,122	74,357	822,529	4,080	988,088
Transport and storage	11,438	25,901	233,937	437	271,713
Communication	46	183	103,252	4	103,485
Finance, insurance, real estate and business services	20,321	15,933	326,663	501	363,418
Public administration and defence	..	..	283,152	..	283,152
Community services	13,540	7,886	538,185	5,038	564,649
Entertainment, recreation, restaurants, hotels and personal services	24,609	18,827	222,511	1,564	267,511
Non-classifiable establishments	2,934	9,581	200,117	4,251	216,883
<i>Total employed (a)</i>	<i>277,438</i>	<i>378,059</i>	<i>4,552,970</i>	<i>31,961</i>	<i>5,240,428</i>

(a) Persons who, during the week prior to the Census, were unemployed or who were classified as not in the labour force are not included in this table.

Further results of the 1971 census will be found in *Census Bulletin 5 : The Labour Force*.

## THE POPULATION SURVEY

The population survey is the general title given to the household sample survey carried out in February, May, August and November of each year in all States and Territories. Emphasis in the survey is placed on the collection of data on demographic and labour force characteristics, the principal survey component being referred to as the labour force survey. The remaining part of the population survey consists of supplementary collections which are carried out in conjunction with the labour force survey.

The survey is based on a multi-stage area sample of private dwellings (about 30,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about two-thirds of one per cent of the population of Australia. Information is obtained each quarter from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The

interviews are carried out during a period of four weeks, so that there are four survey weeks in each of the months to which the survey relates. These four survey weeks are chosen so as to fall within the limits of the calendar month or with minimum encroachment into the adjacent months.

The survey normally covers about two-thirds of one per cent of the population of Australia, but because of special circumstances in November 1975 the sample size was reduced to one half of one per cent.

A description of the labour force survey and a selection of principal statistics obtained from it are given in this section. Data from supplementary surveys are published in bulletins which are available on request. A list of titles is shown on page 32.

## THE LABOUR FORCE SURVEY

The first Australia-wide labour force survey was carried out in February 1964. Estimates are published quarterly in *The Labour Force* (Reference No. 6.20), *The Labour Force (Preliminary)* (Reference No. 6.32) and *Unemployment (Preliminary Estimates)* (Reference No. 6.35). More comprehensive statistics have been published in special bulletins entitled *The Labour Force* (Reference No. 6.22), covering the period 1964 to 1968, and generally single years thereafter.

The survey includes all persons fifteen years of age and over except members of the permanent armed forces and certain diplomatic personnel customarily excluded from census and estimated populations.

The classification used in the survey conforms closely to that recommended by the Eighth International Conference of Labour Statisticians, held in Geneva in 1954. In this classification, the labour force category to which an individual is assigned depends on his actual activity (i.e. whether working, looking for work, etc.) during a specified week, known as 'survey week', which is the week immediately preceding that in which the interview takes place.

### Definitions

- (i) *The labour force* comprises all persons who, during the survey week, were employed or unemployed as defined in (ii) and (iii) below.
- (ii) *Employed persons* comprise all those who, during the survey week,
  - (a) did any work for pay, profit, commission or payment in kind, in a job or business, or on a farm (including employees, employers and self-employed persons), or

- (b) worked fifteen hours or more without pay in a family business (or farm), or
- (c) had a job, business or farm, but were not at work because of illness, accident, leave, holiday, production hold-up due to bad weather, plant breakdown, etc., or because they were on strike.

A person who had a job but was temporarily laid off by his employer for the whole week without pay is excluded, and is classified in the tables as unemployed. A person who did some work during the week, however, before he either lost his job or was laid off, is classified as employed. A person who held more than one job is counted only once, in the job at which he worked most hours during the survey week.

- (iii) *Unemployed persons* comprise all civilians aged 15 years and over who, during the survey week, did no work at all and either,
  - (a) did not have a job (or business) but could have taken one had it been available, and had been actively looking for full-time or part-time work in the four weeks up to and including the survey week (including persons who would have been prevented from taking a job in the survey week by their own temporary illness or injury, or by their having made arrangements to start after the survey week in a new job in which they would have preferred to start in the survey week) or
  - (b) were waiting to be called back to a job from which they had been temporarily stood down without pay for four weeks or less (including the whole of the survey week).

This definition of unemployed persons was adopted in May 1976, and replaced an earlier definition. It was tested during a number of surveys, beginning in February 1975, and it was therefore possible to revise total unemployment estimates back to February 1975.

The previous definition for unemployed persons was as follows:

"All civilians aged 15 years and over who, during the survey week, did no work at all and either,

- (a) did not have a job or business and were actively looking for full-time or part-time work (including those who stated that they would have looked for work if they had not been temporarily ill or believed no work was available, or had not already made definite arrangements to start work in a new job after the survey week), or
- (b) were laid off from their jobs without pay for the whole week."
- (iv) *Full-time workers* are those who usually work 35 hours a week or more and others who, although usually part-time workers, worked 35 hours or more during the survey week. *Part-time workers* are those who usually work less than 35 hours a week and who did so during the survey week. When recording hours of work fractions of an hour are disregarded.
- (v) As mentioned above, the definition of *persons not in the labour force* also changed as a result of the change in definition of unemployed persons. *Persons not in the labour force* are those who, during the survey week, were not in the categories 'employed' or 'unemployed' as defined above. This category therefore comprises persons without a job, business or farm who were not actively looking for work, and who, during the survey week, were either keeping house (unpaid), attending an educational institution (e.g. school or university), retired or voluntarily inactive, permanently unable to work or inmates of institutions; and persons who worked less than fifteen hours without pay in a family business during the survey week.

Figures for total population fifteen years of age and over for each sex are derived from the official population estimates, which in turn are based on results of population censuses. Figures for marital status and all labour force characteristics of these populations are derived from the sample survey data. For this and other reasons, including differences in timing, methods of collection (personal interview, self-enumeration in the census) and, in some cases, concepts and definitions, the survey estimates of marital status and labour force characteristics may not agree closely with the corresponding census figures.

## Estimation procedure

The estimates are derived from the quarterly population survey by use of a complex ratio estimation procedure, which ensures that the survey estimates conform to an independently estimated distribution of the population by age and sex, rather than to the age and sex distribution within the sample itself.

## Discontinuity of series

The survey period for February 1976 was deferred by one week. As a result, the number of persons who had returned to schools, universities, etc. by the time of the survey was greater than if the survey had been held at the normal time. The estimates are also affected by other seasonal influences. The exact effect is not known, but it is estimated that the figures for unemployed persons and persons in the labour force were reduced by between 5,000 and 10,000 and the number of persons not in the labour force was correspondingly increased. The number of employed persons is unlikely to have been affected significantly.

At the 1971 population census, trainee teachers (enrolled at government teachers colleges and in some cases enrolled also at other institutions) were for the first time classified as not in the labour force, and since then they have also been excluded from labour force estimates derived from the population survey. Exclusion of these students constitutes a break in the series between May and August 1971, the numbers of males and females excluded from the labour force in August 1971 being approximately 7,000 and 17,000 respectively.

Revision of the unemployment estimates, referred to above, necessarily resulted in revisions to the total labour force and hence to the estimates of persons not in the labour force. Estimates for February 1976 and later periods shown in this bulletin are based on the new definition. Estimates for earlier periods, except those for November 1975 on pages 19 and 20, are based on the old definition.

## Reliability of the estimates

Since the estimates in this section are based on information obtained from occupants of a sample of dwellings, they may differ from the figures that would have been produced if the information had been obtained from occupants of all dwellings. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings had been included in the survey, and about nineteen chances in twenty that the difference will be less than two standard errors.

Space does not allow for the separate indication of the standard errors of all estimates. Standard errors for general application are given in the first table on page 16. It should be noted that due to the reduction in the sample size for November 1975, standard errors for estimates for that quarter are approximately 15 per cent higher than those shown in the first table on page 16. For further details see the Technical Note of the November 1975 issue of *The Labour Force* (Reference No. 6.20). The figures in the first table on page 16 will not give a precise measure of the standard error of a particular estimate since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics. However, they will provide an indication of the magnitude of the standard error of any particular estimate for any particular survey. An example of the use of the table is as follows : if the estimate for Australia obtained from the sample is 100,000 the standard error is 3,000; i.e. there are about two chances in three that the true figure is within the range 97,000 to 103,000 and about nineteen chances in twenty that this figure is between 94,000 and 106,000.

The quarter-to-quarter change in the level of an estimate is also subject to sampling variability. The standard error of the change depends on the standard error of the level of the estimate, rather than on the change itself. An indication of the magnitude of standard errors of quarter-to-quarter change in the Australian estimates is given in the second table on page 16. The estimates of standard error of quarter-to-quarter change apply only to estimates of change between two consecutive quarters. Changes between corresponding quarters of consecutive years, or between two other non-consecutive quarters, will generally be subject to somewhat greater sampling variability than is indicated in the second table on page 16. An example of the use of this table is as follows : if the estimates for Australia for two successive quarters are 500,000 and 520,000 then from the first table it can be seen that the standard errors of these two estimates are of the order of 6,000 and from the second table that the standard error of the quarter-to-quarter change is 5,000. That is, there are about two chances in three that the quarter-to-quarter

change lies between 15,000 and 25,000 and about nineteen chances in twenty that it lies between 10,000 and 30,000.

The standard errors of estimates relating to agricultural employment are generally somewhat higher than the standard errors of other estimates of the same magnitude. Estimates for females also tend to have higher standard errors than estimates of equivalent size for males in similar employment categories.

The reliability of an estimated percentage, computed by using sample data for both numerator and denominator, depends upon both the size of the numerator and the size of the denominator. However, the per cent standard error of the estimated percentage will generally be lower than the per cent standard error of the estimate of the numerator. The per cent standard errors of the numerators can be obtained from the first table on page 16.

As the standard errors in the first table on page 16 show, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables relating to the labour force survey, estimates below the levels shown in the first table below have not been included. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or only a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

## STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	N.S.W. No.	Vic. No.	Qld No.	S.A. No.	W.A. No.	Tas. No.	N.T. No.	A.C.T. No.	Australia	
									No.	Per cent of estimate
1,500						250	300	300		
2,000					400	250	350	350		
2,500				500	450	250	400	400		
3,000			600	500	450	300	400	450		
4,000	900	900	700	500	500	300	450	550	800	20.0
5,000	1,000	1,000	750	550	550	350	500	600	900	18.0
10,000	1,300	1,300	900	800	700	400	650	800	1,200	12.0
20,000	1,600	1,600	1,200	1,100	1,000	400	900	1,050	1,600	8.0
50,000	2,500	2,500	1,500	1,500	1,500	500	1,300	1,500	2,300	4.6
100,000	3,000	3,000	2,000	2,000	2,000	600		2,000	3,000	3.0
200,000	4,000	4,000	2,000	2,000	2,000				4,000	2.0
500,000	5,000	5,000	3,500	3,200	3,000				6,000	1.2
1,000,000	8,000	8,000							8,000	0.8
2,000,000									10,000	0.5

— Estimates below the levels indicated have not been published — see page 15.

NOTE. Standard errors applicable to survey estimates for November 1975 are approximately 15 per cent higher than the levels shown in the above table. See the paragraphs under "Reliability of the estimates" on page 14.

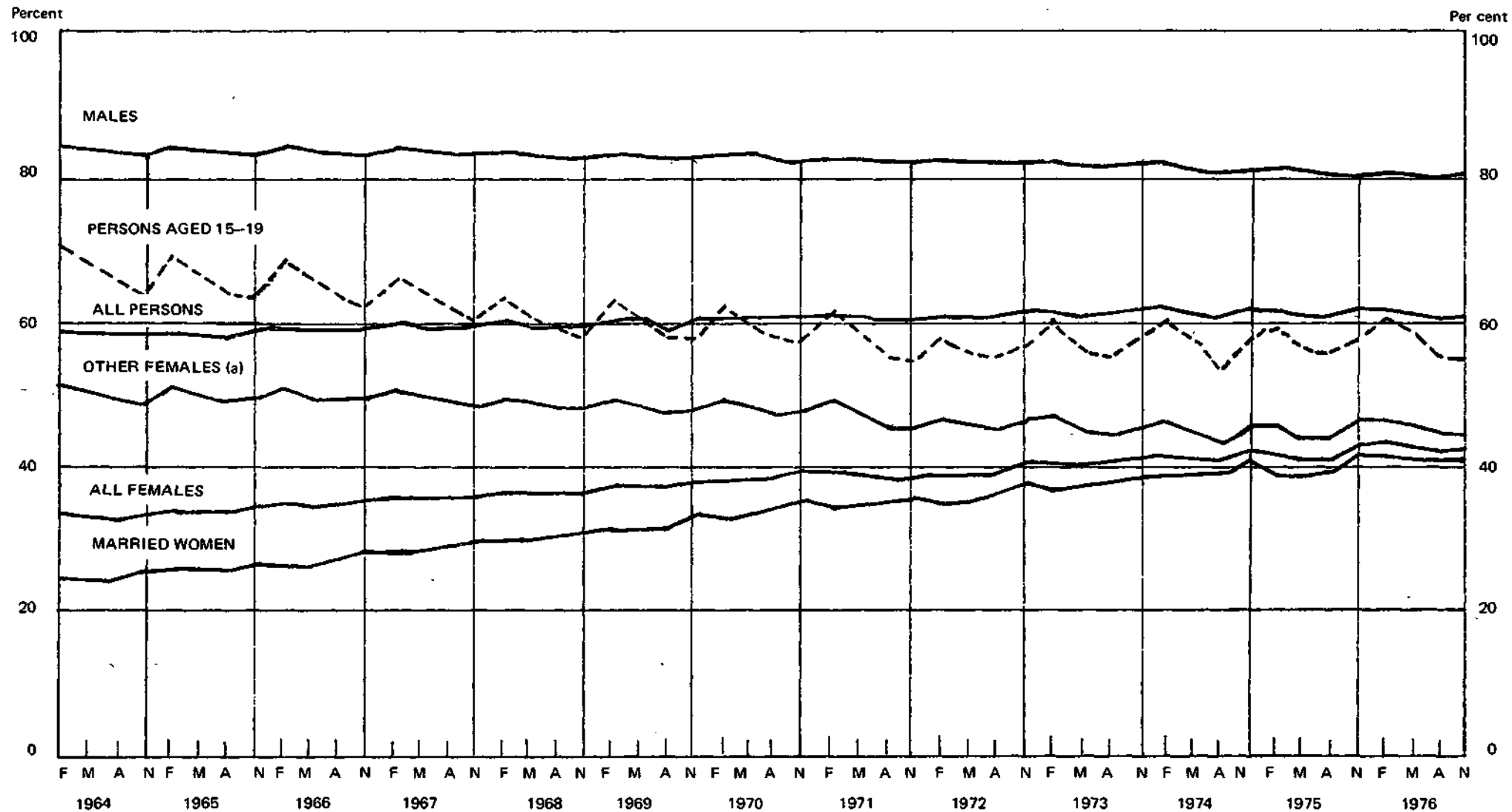
STANDARD ERRORS OF ESTIMATES OF  
QUARTER-TO-QUARTER CHANGE : AUSTRALIA  
(Persons)

Standard error of quarterly level	Standard error of quarter-to-quarter change	Standard error of quarterly level	Standard error of quarter-to-quarter change
1,000	1,300	5,000	4,700
2,000	2,500	6,000	5,000
3,000	3,600	7,000	5,200
4,000	4,300	8,000	5,300



# LABOUR FORCE PARTICIPATION RATES

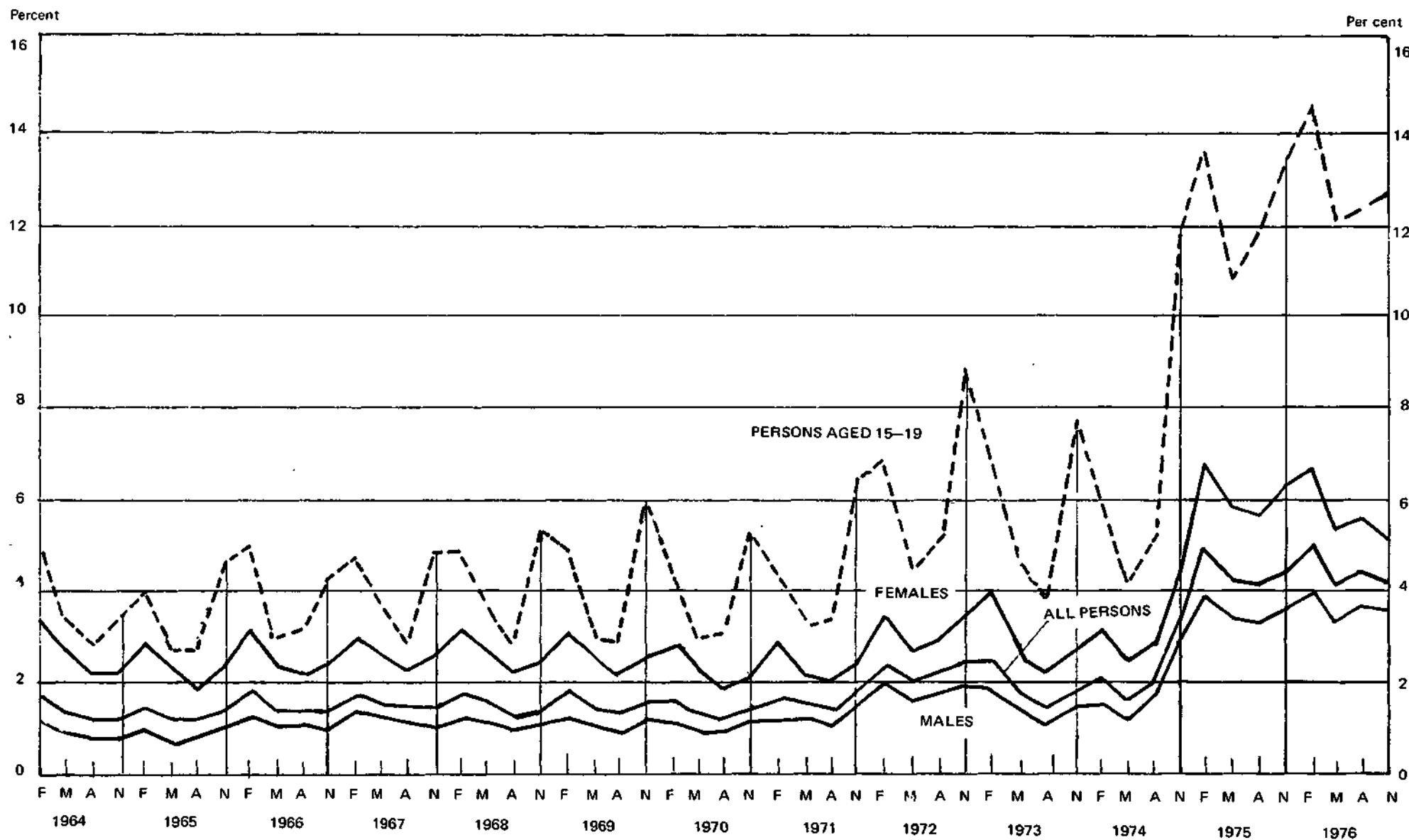
(THE LABOUR FORCE IN EACH GROUP AS A PERCENTAGE OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER IN THE SAME GROUP)



(a) Never married, widowed and divorced.

# UNEMPLOYMENT RATES

(THE UNEMPLOYED IN EACH GROUP AS A PERCENTAGE OF THE CIVILIAN LABOUR FORCE  
IN THE SAME GROUP)



## CIVILIAN POPULATION 15 YEARS OF AGE AND OVER (a), BY EMPLOYMENT STATUS

Month	Employed (b)			Unemployed (b)		Total labour force (b)		Not in labour force (b) ('000)	Civilian population aged 15 and over (a) ('000)
	Agriculture (c) ('000)	Other industries (c) ('000)	Total ('000)	Number ('000)	Per cent of labour force (d)	Number ('000)	Per cent of population (e)		
MALES									
1966 - November	364.7	3,002.7	3,367.4	32.3	1.0	3,399.8	83.6	665.2	4,065.0
1967 - November	370.9	3,052.7	3,423.6	35.3	1.0	3,458.9	83.5	684.4	4,143.3
1968 - November	365.5	3,110.8	3,476.3	35.0	1.0	3,511.3	83.0	716.9	4,228.2
1969 - November	353.5	3,193.7	3,547.2	43.0	1.2	3,590.0	83.1	732.2	4,322.2
1970 - November	<u>344.3</u>	<u>3,268.6</u>	<u>3,612.9</u>	39.0	1.1	<u>3,652.1</u>	<u>82.7</u>	<u>764.4</u>	4,416.5
1971 - November (f)	333.0	3,317.3	3,650.3	56.6	1.5	3,706.9	82.3	798.5	4,505.4
1972 - November (g)	309.6	3,395.2	3,704.8	70.2	1.9	3,775.0	82.4	804.1	4,579.1
1973 - November (h)	306.2	3,467.5	3,773.7	54.1	1.4	3,827.8	82.1	833.8	4,661.6
1974 - November	299.5	3,476.7	3,776.2	<u>111.4</u>	<u>2.9</u>	<u>3,887.6</u>	<u>81.4</u>	<u>890.1</u>	4,777.6
1975 - November (i)	294.3	3,475.0	3,769.3	139.0	3.6	3,908.3	80.7	935.1	4,843.3
1976 - February (j)	294.8	3,509.4	3,804.2	159.5	4.0	3,963.6	81.4	908.5	4,872.1
May	284.2	3,543.9	3,828.1	132.4	3.3	3,960.5	81.0	930.1	4,890.6
August (h)	282.4	3,485.0	3,767.4	146.2	3.7	3,913.6	80.0	978.6	4,892.2
November	284.4	3,526.0	3,810.4	144.2	3.6	3,954.6	80.2	974.1	4,928.7
MARRIED WOMEN									
1966 - November	47.9	700.4	748.3	14.4	1.9	762.7	28.5	1,915.7	2,678.4
1967 - November	46.3	764.0	810.3	15.9	1.9	826.2	30.1	1,914.8	2,741.0
1968 - November	47.1	805.6	852.7	16.6	1.9	869.3	31.0	1,937.8	2,807.1
1969 - November	53.8	897.2	951.0	19.8	2.0	970.8	33.5	1,926.1	2,896.9
1970 - November	<u>59.7</u>	<u>980.9</u>	<u>1,040.6</u>	17.9	1.7	<u>1,058.5</u>	<u>35.5</u>	<u>1,923.5</u>	2,982.0
1971 - November (f)	52.9	1,026.2	1,079.1	19.5	1.8	1,098.6	36.1	1,948.4	3,047.0
1972 - November (g)	61.7	1,081.1	1,142.8	28.2	2.4	1,171.0	37.6	1,942.0	3,113.0
1973 - November (h)	60.8	1,153.1	1,213.8	19.4	1.6	1,233.2	39.1	1,921.7	3,155.0
1974 - November	61.1	1,218.4	1,279.6	<u>38.6</u>	<u>2.9</u>	<u>1,318.2</u>	<u>40.6</u>	<u>1,927.0</u>	3,245.2
1975 - November (i)	62.7	1,241.9	1,304.6	65.2	4.8	1,369.8	42.3	1,868.3	3,238.1
1976 - February (j)	60.1	1,226.9	1,287.0	68.7	5.1	1,355.7	41.5	1,912.3	3,268.0
May	57.1	1,230.7	1,287.8	50.9	3.8	1,338.8	41.0	1,924.4	3,263.2
August (h)	62.4	1,216.2	1,278.6	51.9	3.9	1,330.5	40.7	1,942.3	3,272.8
November	58.4	1,251.1	1,309.5	42.2	3.1	1,351.7	41.0	1,942.6	3,294.3
OTHER FEMALES (k)									
1966 - November	16.6	677.8	694.4	20.9	2.9	715.3	49.6	726.3	1,441.6
1967 - November	12.6	679.4	692.0	22.5	3.1	714.6	48.7	753.9	1,468.5
1968 - November	11.9	686.9	698.8	20.8	2.9	719.6	48.1	776.5	1,496.1
1969 - November	13.3	687.1	700.4	23.5	3.2	723.9	48.0	783.6	1,507.5
1970 - November	<u>11.8</u>	<u>695.8</u>	<u>707.6</u>	18.7	2.6	<u>726.3</u>	<u>47.8</u>	<u>793.3</u>	1,519.6
1971 - November (f)	11.7	663.2	674.9	23.2	3.3	698.1	45.1	850.4	1,548.5
1972 - November (g)	12.2	681.5	693.7	37.3	5.1	731.0	46.7	833.4	1,564.4
1973 - November (h)	11.2	691.9	703.0	32.0	4.4	735.0	45.8	868.6	1,603.6
1974 - November	11.6	684.3	696.0	<u>51.0</u>	<u>6.8</u>	<u>746.9</u>	<u>45.7</u>	<u>888.9</u>	1,635.9
1975 - November (i)	12.1	713.2	725.3	70.3	8.8	795.6	46.7	908.3	1,703.9
1976 - February (j)	11.6	707.9	719.5	76.3	9.6	795.8	46.9	902.5	1,698.3
May	10.6	714.0	724.6	64.2	8.1	788.8	46.0	926.8	1,715.6
August (h)	9.8	691.8	701.7	66.1	8.6	767.8	44.6	955.6	1,723.4
November	8.6	701.0	709.7	68.2	8.8	777.8	44.5	969.6	1,747.4

For footnotes, see page 20.

## CIVILIAN POPULATION 15 YEARS OF AGE AND OVER (a), BY EMPLOYMENT STATUS – continued

Month	Employed (b)			Unemployed (b)		Total labour force (b)		Not in labour force (b) ('000)	Civilian population aged 15 and over (a) ('000)
	Agriculture (c) ('000)	Other industries (c) ('000)	Total ('000)	Number ('000)	Per cent of labour force (d)	Number ('000)	Per cent of population (e)		
ALL FEMALES									
1966 – November	64.5	1,378.2	1,442.7	35.2	2.4	1,477.9	35.9	2,642.1	4,120.0
1967 – November	58.9	1,443.4	1,502.3	38.5	2.5	1,540.8	36.6	2,668.7	4,209.5
1968 – November	59.0	1,492.5	1,551.5	37.4	2.4	1,588.9	36.9	2,714.3	4,303.2
1969 – November	67.1	1,584.3	1,651.4	43.3	2.6	1,694.7	38.5	2,709.7	4,404.4
1970 – November	71.5	1,676.7	1,748.2	36.6	2.1	1,784.8	39.6	2,716.8	4,501.6
1971 – November (f)	64.6	1,689.5	1,754.0	42.7	2.4	1,796.7	39.1	2,798.8	4,595.5
1972 – November (g)	73.9	1,762.6	1,836.5	65.5	3.4	1,902.0	40.7	2,775.4	4,677.4
1973 – November (h)	72.0	1,844.9	1,916.9	51.4	2.6	1,968.2	41.4	2,790.4	4,758.6
1974 – November	72.8	1,902.7	1,975.5	89.6	4.3	2,065.1	42.3	2,816.0	4,881.1
1975 – November (i)	74.8	1,955.1	2,029.8	135.5	6.3	2,165.3	43.8	2,776.6	4,942.0
1976 – February (j)	71.7	1,934.8	2,006.5	145.0	6.7	2,151.5	43.3	2,814.8	4,966.3
May	67.8	1,944.7	2,012.5	115.1	5.4	2,127.6	42.7	2,851.2	4,978.8
August (h)	72.2	1,908.0	1,980.2	118.0	5.6	2,098.2	42.0	2,897.9	4,996.1
November	67.1	1,952.1	2,019.2	110.4	5.2	2,129.6	42.2	2,912.2	5,041.7
PERSONS									
1966 – November	429.2	4,380.9	4,810.1	67.5	1.4	4,877.7	59.6	3,307.3	8,185.0
1967 – November	429.8	4,496.1	4,925.9	73.8	1.5	4,999.7	59.9	3,353.1	8,352.8
1968 – November	424.5	4,603.3	5,027.8	72.4	1.4	5,100.2	59.8	3,431.2	8,531.4
1969 – November	420.6	4,778.0	5,198.6	86.3	1.6	5,284.7	60.6	3,441.9	8,726.6
1970 – November	415.8	4,945.3	5,361.1	75.6	1.4	5,436.9	61.0	3,481.2	8,918.1
1971 – November (f)	397.6	5,006.8	5,404.3	99.3	1.8	5,503.6	60.5	3,597.3	9,100.9
1972 – November (g)	383.5	5,157.8	5,541.3	135.7	2.4	5,677.0	61.3	3,579.5	9,256.5
1973 – November (h)	378.2	5,312.4	5,690.6	105.4	1.8	5,796.0	61.5	3,624.2	9,420.2
1974 – November	372.2	5,379.4	5,751.7	201.0	3.4	5,952.7	61.6	3,706.1	9,658.7
1975 – November (i)	369.1	5,430.0	5,799.1	274.5	4.5	6,073.6	62.1	3,711.8	9,785.3
1976 – February (j)	366.5	5,444.2	5,810.6	304.5	5.0	6,115.1	62.2	3,723.3	9,838.4
May	352.0	5,488.6	5,840.6	247.6	4.1	6,088.1	61.7	3,781.3	9,869.4
August (h)	354.6	5,393.0	5,747.6	264.1	4.4	6,011.8	60.8	3,876.5	9,888.3
November	351.5	5,478.1	5,829.6	254.6	4.2	6,084.2	61.0	3,886.2	9,970.4

(a) For a note on persons excluded see page 13. (b) For definitions see pages 13 and 14. (c) Classified according to the Australian Standard Industrial Classification from November 1971, and for earlier periods according to the Classification of Industries used at the 1966 population census. (d) The number of unemployed in each group as a percentage of the labour force in the same group. (e) The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group (labour force participation rate). (f) See "Discontinuity of series" on page 14 regarding the exclusion of trainee teachers from the labour force. (g) New sample introduced, phased in over three surveys, May to November 1972, resulting in some discontinuity in the estimates. (h) Affected by industrial dispute. (i) The sample size was reduced for this survey. See pages 13, 14 and 15. Estimates from November 1975 are based on revised definitions of unemployed, labour force and not in the labour force. See pages 13 and 14. (j) Survey deferred one week. See page 14. (k) Never married, widowed and divorced.

## CIVILIAN LABOUR FORCE (a), BY EMPLOYMENT STATUS, STATES AND TERRITORIES, NOVEMBER 1976

State or Territory	Employed (b)			Unemployed (b)		Total labour force (b)	
	Agriculture ('000)	Other industries ('000)	Total ('000)	Number ('000)	Per cent of labour force (c)	Number ('000)	Per cent of population (d)
MALES							
New South Wales	80.6	1,260.2	1,340.8	64.4	4.6	1,405.2	79.7
Victoria	63.7	971.4	1,035.1	29.3	2.8	1,064.4	80.4
Queensland	60.0	491.5	551.5	21.7	3.8	573.2	79.4
South Australia	32.1	323.1	355.2	10.5	2.9	365.7	80.7
Western Australia	36.4	295.5	331.9	10.8	3.1	342.7	81.9
Tasmania	9.1	102.5	111.6	4.7	4.1	116.4	79.5
Northern Territory	2.4	26.5	28.9	*	*	29.6	83.4
Australian Capital Territory	*	55.2	55.2	2.2	3.8	57.4	87.4
<i>Australia</i>	<i>284.4</i>	<i>3,526.0</i>	<i>3,810.4</i>	<i>144.2</i>	<i>3.6</i>	<i>3,954.6</i>	<i>80.2</i>
FEMALES							
New South Wales	19.3	693.0	712.3	38.8	5.2	751.1	41.4
Victoria	15.3	553.0	568.3	28.4	4.8	596.7	43.6
Queensland	13.7	254.2	268.0	15.7	5.5	283.6	38.6
South Australia	8.0	187.6	195.6	10.8	5.2	206.4	44.2
Western Australia	8.3	165.7	174.1	9.5	5.2	183.5	44.9
Tasmania	2.3	52.1	54.4	3.7	6.4	58.1	39.1
Northern Territory	*	12.6	12.7	*	*	13.5	46.5
Australian Capital Territory	*	33.9	33.9	2.8	7.6	36.6	53.2
<i>Australia</i>	<i>67.1</i>	<i>1,952.1</i>	<i>2,019.2</i>	<i>110.4</i>	<i>5.2</i>	<i>2,129.6</i>	<i>42.2</i>
PERSONS							
New South Wales	99.9	1,953.3	2,053.1	103.2	4.8	2,156.4	60.3
Victoria	79.1	1,524.3	1,603.4	57.7	3.5	1,661.1	61.7
Queensland	73.8	745.7	819.5	37.4	4.4	856.8	58.8
South Australia	40.1	510.7	550.8	21.2	3.7	572.1	62.2
Western Australia	44.7	461.3	506.0	20.2	3.8	526.2	63.6
Tasmania	11.4	154.6	166.0	8.4	4.8	174.5	59.2
Northern Territory	2.5	39.2	41.7	*	*	43.1	66.8
Australian Capital Territory	*	89.1	89.1	4.9	5.3	94.1	69.9
<i>Australia</i>	<i>351.5</i>	<i>5,478.1</i>	<i>5,829.6</i>	<i>254.6</i>	<i>4.2</i>	<i>6,084.2</i>	<i>61.0</i>

(a) For a note on persons excluded see page 13. (b) For definitions see pages 13 and 14. (c) The number of unemployed in each group as a percentage of the labour force in the same group. (d) The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group (labour force participation rate).

\* Subject to sampling variability too high for most practical uses. For an explanation of the standard error of the estimates see pages 14 and 15.

**CIVILIAN LABOUR FORCE (a), BY EMPLOYMENT STATUS, BIRTHPLACE AND PERIOD  
OF ARRIVAL IN AUSTRALIA, NOVEMBER 1976**

OF AGE 15 AND OVER, NOVEMBER 1976

Birthplace and period of arrival	Employed (b) ( '000)	Unemployed (b)		Total labour force (b)	
		Number ( '000)	Per cent of labour force (c)	Number ( '000)	Per cent of population (d)
MALES					
Born in Australia	2,788.9	103.3	3.6	2,892.2	80.2
Born outside Australia –					
Arrived before 1955	286.6	6.2	2.1	292.8	71.0
1955 to 1961	226.8	6.9	2.9	233.7	91.3
1962 to 1967	210.1	9.9	4.5	220.0	88.8
1968 to 1974	262.8	14.3	5.2	277.1	90.6
Jan. 1975 to Nov. 1976	35.2	*	*	38.8	85.1
Total born outside Australia	1,021.5	41.0	3.9	1,062.4	83.8
MARRIED WOMEN					
Born in Australia	917.8	25.9	2.7	943.7	38.9
Born outside Australia –					
Arrived before 1955	85.5	7.4	2.7	87.8	35.8
1955 to 1961	94.6			97.5	49.2
1962 to 1967	85.8			88.1	51.8
1968 to 1974	111.5	7.2	6.0	118.7	56.0
Jan. 1975 to Nov. 1976	14.2	*	*	15.9	51.2
Total born outside Australia	391.7	16.3	4.0	408.0	47.6
ALL FEMALES					
Born in Australia	1,509.0	81.7	5.1	1,590.7	41.8
Born outside Australia –					
Arrived before 1955	106.8	*	*	110.0	31.0
1955 to 1961	118.5	4.6	3.7	123.1	50.1
1962 to 1967	112.9	5.9	5.0	118.8	51.9
1968 to 1974	148.4	11.2	7.0	159.6	56.4
Jan. 1975 to Nov. 1976	23.6	*	*	27.4	56.4
Total born outside Australia	510.2	28.7	5.3	538.9	46.4
PERSONS					
Born in Australia	4,297.9	184.9	4.1	4,482.9	60.5
Born outside Australia –					
Arrived before 1955	393.5	9.3	2.3	402.8	52.5
1955 to 1961	345.3	11.5	3.2	356.8	71.1
1962 to 1967	322.9	15.8	4.7	338.8	71.1
1968 to 1974	411.1	25.5	5.8	436.7	74.1
Jan. 1975 to Nov. 1976	58.7	7.5	11.3	66.2	70.3
Total born outside Australia	1,531.7	69.7	4.4	1,601.3	65.9

(a) Aged 15 years and over. (b) For definitions see pages 13 and 14. (c) The unemployed in each group as a percentage of the labour force in the same group. (d) The labour force in each group as a percentage of the civilian non-institutionalised population in the same group. Persons in institutions for whom, for the purpose of the survey, the institution was regarded as their usual place of residence, have been omitted since it is not practicable to ascertain the birthplace or the year of arrival in Australia for such persons.

\* Less than or based on a figure less than 4,000. See pages 14 and 15.

## CIVILIAN LABOUR FORCE (a), BY AGE AND MARITAL STATUS, NOVEMBER 1976

Age group (years)	Married			Not married (b)			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
NUMBER ('000)									
15-19	6.3	19.6	25.9	357.8	301.1	658.9	364.1	320.7	684.8
20-24	172.7	180.7	353.4	348.0	198.8	546.8	520.7	379.5	900.2
25-34	825.9	394.3	1,220.2	215.0	103.5	318.5	1,041.0	497.8	1,538.7
35-44	689.8	361.6	1,051.3	79.2	52.3	131.5	768.9	413.9	1,182.8
45-54	655.0	296.5	951.4	78.5	61.2	139.7	733.5	357.6	1,091.1
55-59	240.7	68.9	309.7	33.7	29.5	63.2	274.4	98.5	372.9
60-64	152.9	21.6	174.5	25.6	16.4	42.0	178.5	38.0	216.5
65 and over	58.3	8.6	66.9	15.3	14.9	30.3	73.6	23.5	97.1
Total	2,801.5	1,351.7	4,153.2	1,153.1	777.8	1,930.9	3,954.6	2,129.6	6,084.2
PER CENT OF POPULATION (c)									
15-19	93.0	49.6	56.0	57.4	52.8	55.2	57.7	52.6	55.2
20-24	97.0	55.6	70.3	88.0	81.3	85.4	90.8	66.7	78.8
25-34	98.5	43.7	70.1	93.7	75.9	87.0	97.5	47.9	73.0
35-44	98.0	52.8	75.7	88.7	70.2	80.3	97.0	54.5	76.2
45-54	95.5	46.2	71.7	84.8	55.9	69.2	94.2	47.6	71.4
55-59	89.1	27.3	59.3	74.5	40.4	53.4	87.0	30.3	58.2
60-64	67.3	10.9	41.1	57.6	17.5	30.4	65.8	13.0	38.5
65 and over	16.1	3.4	10.9	11.3	3.4	5.2	14.8	3.4	8.1
Total	85.6	41.0	63.2	69.6	44.5	56.7	80.2	42.2	61.0

(a) Aged 15 years and over. For definition see pages 13 and 14. (b) Never married, widowed and divorced. (c) The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group (labour force participation rate).

**CIVILIAN LABOUR FORCE (a), BY INDUSTRY**  
(000)

<i>Industry division or sub-division</i>	<i>November 1973 (b)</i>	<i>November 1974</i>	<i>November 1975 (c)</i>	<i>November 1976 (d)</i>
<b>MALES</b>				
Agriculture	308.9	303.9	298.3	294.2
Forestry, fishing and hunting	26.2	25.1	20.6	18.7
Mining	59.8	76.9	81.2	70.1
Manufacturing	1,008.2	996.7	945.5	975.2
Food, beverages and tobacco	157.6	147.2	137.6	157.9
Metal products	183.4	198.5	188.7	188.5
Other	667.2	651.0	619.1	628.8
Construction	483.7	481.3	493.9	485.9
Wholesale and retail trade	711.6	674.6	681.7	709.0
Transport and storage	272.1	286.4	297.9	281.3
Finance, insurance, real estate and business services	214.1	230.5	243.8	254.0
Community services (e)	263.6	292.0	312.6	316.7
Entertainment, hotels, personal services, etc.	135.3	142.9	152.3	161.2
Other industries (f)	327.7	358.6	367.8	372.3
Looking for first job	16.5	18.6	23.3	16.2
<b>Total</b>	<b>3,827.8</b>	<b>3,887.6</b>	<b>3,918.9</b>	<b>3,954.6</b>
<b>FEMALES</b>				
Agriculture	73.4	73.8	76.8	68.6
Forestry, fishing and hunting	*	*	*	*
Mining	4.1	5.2	5.8	5.0
Manufacturing	362.4	364.4	354.0	342.9
Food, beverages and tobacco	56.7	53.7	52.3	53.9
Metal products	32.1	37.6	29.8	30.0
Other	273.6	273.1	272.0	259.0
Construction	27.5	29.4	34.7	36.5
Wholesale and retail trade	496.9	504.1	516.3	503.5
Transport and storage	38.7	45.1	46.3	41.9
Finance, insurance, real estate and business services	188.3	192.3	201.2	209.8
Community services (e)	428.7	473.4	512.0	543.4
Entertainment, hotels, personal services, etc.	215.2	227.7	245.0	226.5
Other industries (f)	113.9	128.5	138.0	131.9
Looking for first job	17.8	20.5	28.6	18.7
<b>Total</b>	<b>1,968.2</b>	<b>2,065.1</b>	<b>2,159.3</b>	<b>2,129.6</b>
<b>PERSONS</b>				
Agriculture	382.3	377.6	375.1	362.8
Forestry, fishing and hunting	27.7	26.0	21.3	19.4
Mining	63.9	82.1	87.0	75.1
Manufacturing	1,370.6	1,361.0	1,299.5	1,318.1
Food, beverages and tobacco	214.2	200.9	189.9	211.7
Metal products	215.5	236.1	218.5	218.5
Other	940.9	924.0	891.1	887.8
Construction	511.2	510.7	528.6	522.4
Wholesale and retail trade	1,208.5	1,178.7	1,198.0	1,212.5
Transport and storage	310.8	331.5	344.2	323.3
Finance, insurance, real estate and business services	402.3	422.9	445.0	463.7
Community services (e)	692.3	765.4	824.5	860.1
Entertainment, hotels, personal services, etc.	350.6	370.6	397.3	387.7
Other industries (f)	441.7	487.1	505.8	504.2
Looking for first job	34.3	39.1	51.9	34.9
<b>Total</b>	<b>5,796.0</b>	<b>5,952.7</b>	<b>6,078.2</b>	<b>6,084.2</b>

(a) Aged 15 years and over. For definition see pages 13 and 14. (b) Affected by industrial dispute. (c) The sample size was reduced for this survey. See pages 13, 14 and 15. (d) Based on the revised definition of unemployed and labour force. See pages 13 and 14. (e) Comprises health, education, libraries, etc.; welfare and religious institutions; and other community services. (f) Comprises electricity, gas and water; communication; public administration and defence.

\* Less than 4,000. See pages 14 and 15.



**CIVILIAN LABOUR FORCE (a), BY OCCUPATION**  
(000)

<i>Occupation group</i>	<i>November 1973 (b)</i>	<i>November 1974</i>	<i>November 1975 (c)</i>	<i>November 1976 (d)</i>
<b>MALES</b>				
Professional and technical	390.0	418.4	409.0	438.2
Administrative, executive and managerial	329.9	319.3	320.1	325.7
Clerical	295.3	315.0	324.0	333.1
Sales	239.4	239.7	235.1	250.8
Farmers, fishermen, timber-getters, etc.	370.1	361.2	357.0	350.9
Transport and communication	300.2	300.9	310.2	300.6
Tradesmen, production-process workers and labourers, n.e.c. (e)	1,710.0	1,720.6	1,740.9	1,729.6
Service, sport and recreation	176.4	194.0	199.3	209.7
Looking for first job	16.5	18.6	23.3	16.2
<b>Total</b>	<b>3,827.8</b>	<b>3,887.6</b>	<b>3,918.9</b>	<b>3,954.6</b>
<b>MARRIED WOMEN</b>				
Professional and technical	145.3	170.1	179.5	203.2
Administrative, executive and managerial	30.5	31.0	27.1	33.0
Clerical	357.9	397.4	435.4	411.8
Sales	160.5	165.4	164.7	172.0
Farmers, etc.	56.7	56.4	60.5	56.1
Transport and communication	35.0	34.0	30.5	31.3
Tradeswomen, production-process workers and labourers, n.e.c. (e)	214.3	217.0	206.1	194.2
Service, sport and recreation	231.8	244.5	251.3	248.5
Looking for first job	*	*	*	*
<b>Total</b>	<b>1,233.2</b>	<b>1,318.2</b>	<b>1,356.4</b>	<b>1,351.7</b>
<b>ALL FEMALES</b>				
Professional and technical	264.6	299.0	319.6	340.9
Administrative, executive and managerial	40.6	43.3	39.0	41.7
Clerical	640.8	684.3	737.6	691.3
Sales	258.9	265.8	264.9	282.3
Farmers, etc.	67.6	67.4	75.1	67.6
Transport and communication	52.7	51.0	48.4	46.7
Tradeswomen, production-process workers and labourers, n.e.c. (e)	288.4	276.6	270.5	265.2
Service, sport and recreation	336.9	357.0	375.7	375.1
Looking for first job	17.8	20.5	28.6	18.7
<b>Total</b>	<b>1,968.2</b>	<b>2,065.1</b>	<b>2,159.3</b>	<b>2,129.6</b>
<b>PERSONS</b>				
Professional and technical	654.6	717.4	728.6	779.1
Administrative, executive and managerial	370.5	362.6	359.0	367.5
Clerical	936.2	999.4	1,061.6	1,024.3
Sales	498.3	505.5	500.0	533.1
Farmers, fishermen, timber-getters, etc.	437.6	428.6	432.2	418.5
Miners, quarrymen, etc.	31.9	36.2	37.0	32.8
Transport and communication	352.8	351.9	358.6	347.3
Tradesmen, production-process workers and labourers, n.e.c.	1,966.5	1,961.0	1,974.4	1,962.0
Service, sport and recreation	513.3	551.0	575.0	584.8
Looking for first job	34.3	39.1	51.9	34.9
<b>Total</b>	<b>5,796.0</b>	<b>5,952.7</b>	<b>6,078.2</b>	<b>6,084.2</b>

(a) Aged 15 years and over. For definition see pages 13 and 14. (b) Affected by industrial dispute. (c) The sample size was reduced for this survey. See pages 13, 14 and 15. (d) Based on the revised definition of unemployed and labour force. See pages 13 and 14. (e) Includes miners, quarrymen and related workers.

\* Less than 4,000. See pages 14 and 15.

**EMPLOYED PERSONS (a), BY HOURS WORKED (b)**  
(<sup>'000</sup>)

November	Hours worked during survey week								Average weekly hours worked (d)		
	0(c)	1-29	30-34	35-39	40	41-48	49 and over	Total	Full-time workers (e)	Part-time workers (f)	All persons
<b>MALES</b>											
1973 (h)	165.2	220.4	119.7	344.5	1,449.8	589.3	884.8	3,773.7	43.4	16.0	42.4
1974	165.7	190.4	135.0	397.3	1,509.5	540.7	837.5	3,776.2	43.0	16.0	42.0
1975 (i)	181.9	208.4	137.9	423.0	1,562.5	497.1	758.4	3,769.3	42.2	15.9	41.2
1976	204.9	242.7	172.4	430.8	1,495.8	495.1	768.8	3,810.4	41.8	16.0	40.6
<b>MARRIED WOMEN</b>											
1973 (h)	53.0	399.1	91.3	173.8	358.2	69.5	68.9	1,213.8	38.9	16.9	30.7
1974	56.8	427.3	107.4	180.2	374.8	68.2	65.0	1,279.6	39.0	17.1	30.4
1975 (i)	68.7	444.4	122.5	187.5	362.6	56.9	62.0	1,304.6	38.5	17.0	29.6
1976	66.7	474.3	117.4	179.5	344.3	57.7	69.6	1,309.5	38.6	16.7	29.3
<b>OTHER FEMALES (g)</b>											
1973 (h)	28.0	107.4	34.0	152.6	293.9	54.7	32.4	703.0	38.0	14.6	34.4
1974	31.2	111.2	39.5	149.2	283.9	51.2	29.8	696.0	38.0	13.8	33.7
1975 (i)	30.6	122.8	37.7	163.0	290.0	53.0	28.2	725.3	37.9	13.4	33.4
1976	34.4	133.0	46.7	154.3	260.4	55.6	25.3	709.7	37.2	14.0	32.7
<b>ALL FEMALES</b>											
1973 (h)	81.0	506.6	125.3	326.4	652.1	124.2	101.3	1,916.9	38.5	16.4	32.1
1974	88.0	538.5	146.9	329.3	658.6	119.4	94.8	1,975.5	38.6	16.4	31.6
1975 (i)	99.2	567.1	160.2	350.5	652.6	110.0	90.2	2,029.8	38.2	16.3	31.0
1976	101.0	607.3	164.1	333.8	604.6	113.4	95.0	2,019.2	38.0	16.1	30.5
<b>PERSONS</b>											
1973 (h)	246.1	727.0	245.0	670.9	2,101.9	713.5	986.1	5,690.6	42.1	16.3	38.9
1974	253.7	728.8	282.0	726.6	2,168.2	660.1	932.3	5,751.7	41.8	16.3	38.4
1975 (i)	281.1	775.6	298.1	773.5	2,215.1	607.1	848.6	5,799.1	41.2	16.2	37.6
1976	305.9	850.0	336.4	764.6	2,100.4	608.4	863.8	5,829.6	40.8	16.1	37.1

(a) Civilians 15 years of age and over. For definition see page 13. (b) Actual hours worked during survey week, not hours paid for. The figures may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, accidents, and industrial disputes; and work stoppages due to bad weather, plant breakdown, etc. (c) Excludes persons laid off for the whole of survey week without pay; these persons are classified as unemployed. (d) Persons with jobs who did not work during survey week have been included in the calculation of average hours worked. When recording hours worked, fractions of an hour are disregarded. This procedure results in a slight lowering of the average hours figure. (e) Persons who usually work 35 hours a week or more and others who, although usually part-time workers, worked 35 hours or more during the survey week. (f) Persons who usually work less than 35 hours a week and who did so during the survey week. (g) Never married, widowed and divorced. (h) Affected by industrial dispute. (i) The sample size was reduced for this survey. See pages 13, 14 and 15.

## AVERAGE WEEKLY HOURS WORKED (a) BY EMPLOYED PERSONS (b), NOVEMBER 1976

	<i>Males</i>	<i>Married women</i>	<i>Other females (c)</i>	<i>All females</i>	<i>Persons</i>
Industry division or sub-division –					
Agriculture	55.9	31.2	39.1	32.2	51.4
Forestry, fishing and hunting	44.7	*	*	*	44.0
Mining	39.2	*	*	31.6	38.7
Manufacturing	39.2	33.0	35.1	33.5	37.8
Construction	39.6	21.6	30.4	22.7	38.4
Wholesale and retail trade	41.3	30.2	30.0	30.1	36.7
Transport and storage	39.9	25.3	35.6	29.0	38.5
Finance, insurance, real estate and business services	39.2	27.6	34.3	30.7	35.4
Community services (d)	39.0	28.7	34.4	30.8	33.9
Entertainment, recreation, restaurants, hotels and personal services	39.4	25.4	28.3	26.5	31.9
Other industries (e)	36.0	28.9	33.9	31.1	34.7
Occupation group –					
Professional and technical	39.7	29.6	35.3	31.9	36.3
Administrative, executive and managerial	46.9	40.5	38.8	40.1	46.2
Clerical	35.1	27.8	33.9	30.3	31.9
Sales	41.0	30.3	28.1	29.5	35.0
Farmers, fishermen, timber-getters, etc.	52.7	32.5	37.9	33.4	49.6
Transport and communication	40.6	28.8	33.9	30.4	39.3
Tradesmen, production-process workers and labourers, n.e.c. (f)	38.7	34.0	34.5	34.1	38.1
Service, sport and recreation	36.3	24.9	29.0	26.2	29.9
Wage and salary earners	38.4	28.9	32.6	30.3	35.4
Other (g)	51.2	31.3	36.1	31.9	46.3
Full-time workers (h)	41.8	38.6	37.2	38.0	40.8
Part-time workers (h)	16.0	16.7	14.0	16.1	16.1
Total employed	40.6	29.3	32.7	30.5	37.1

(a) Persons with jobs who did not work during survey week have been included in the calculation of average weekly hours worked. When recording hours worked, fractions of an hour are disregarded. This procedure results in a slight lowering of the average hours figures. (b) Civilians aged 15 years and over. For definition see page 13. (c) Never married, widowed and divorced. (d) Comprises health; education, libraries, etc.; welfare and religious institutions; and other community services. (e) Comprises electricity, gas and water; communication and public administration and defence. (f) Includes miners, quarrymen and related workers. (g) Employers, self-employed and unpaid family helpers. (h) For definitions see page 14.

\* Based on a figure less than 4,000. See pages 14 and 15

**AGGREGATE WEEKLY HOURS WORKED (a)  
BY EMPLOYED PERSONS (b), AUGUST 1965 TO NOVEMBER 1976  
(million hours)**

<i>Year</i>	<i>February</i>	<i>May</i>	<i>August</i>	<i>November</i>
1965	n.a.	n.a.	182.8	187.3
1966	(c)182.4	185.7	187.1	191.9
1967	(c)186.9	188.9	191.8	197.0
1968	193.7	192.2	192.7	201.1
1969	199.8	195.1	197.5	(d)205.9
1970	206.9	202.7	204.9	212.3
1971	210.9	206.3	209.9	214.6
1972	209.2	(e)207.0	(e)210.2	(e)217.2
1973	(c)210.7	210.2	214.7	(d)221.4
1974	223.0	215.1	(d)214.0	220.8
1975	(f)214.5	208.4	210.5	218.0
1976	215.4	209.2	(d)211.3	216.4

(a) When recording hours worked, fractions of an hour are disregarded. This procedure results in a slight lowering of the figures. (b) Civilians aged 15 years and over. For definition see page 13. (c) Affected by Australia Day holiday. (d) Affected by industrial dispute. (e) New sample introduced, phased in over three surveys May to November 1972, resulting in some discontinuity in the series. (f) Excludes Darwin. Because of cyclone Tracy the survey was not conducted in Darwin in February 1975. It is estimated that some 17,000 persons aged 15 years and over were in Darwin at the time of the survey.

**EMPLOYED PERSONS (a) WHO WORKED LESS THAN 35 HOURS (b), BY REASON**  
(000)

Reason for working less than 35 hours	November 1973 (c)	November 1974	November 1975 (d)	November 1976				
	Persons	Persons	Persons	Males	Married women	Other females (e)	All females	Persons
<b>USUALLY WORKED 35 HOURS OR MORE</b>								
Leave or holiday	277.5	305.5	317.4	285.7	69.9	50.2	120.1	405.8
Own illness or injury	141.9	136.1	143.2	110.9	29.4	21.2	50.7	161.6
Bad weather, breakdown, etc.	11.3	15.1	16.9	14.2	*	*	*	15.4
Began or lost job in survey week	21.7	14.1	16.9	10.5	*	*	5.5	16.0
On short time	4.6	10.6	11.3	8.8	*	*	*	10.2
Other reasons (f)	59.6	10.6	21.2	12.4	*	*	*	13.6
<b>Total</b>	<b>516.6</b>	<b>492.1</b>	<b>527.0</b>	<b>442.5</b>	<b>103.7</b>	<b>76.4</b>	<b>180.1</b>	<b>622.6</b>
<b>USUALLY WORKED LESS THAN 35 HOURS</b>								
Preferred part-time work	656.8	697.2	738.2	141.6	518.7	121.4	640.1	781.7
Lack of work	21.6	36.4	57.5	26.5	21.2	10.7	31.8	58.3
Other reasons	23.1	38.7	32.1	9.4	14.8	5.5	20.3	29.8
<b>Total</b>	<b>701.5</b>	<b>772.3</b>	<b>827.9</b>	<b>177.5</b>	<b>554.7</b>	<b>137.6</b>	<b>692.3</b>	<b>869.8</b>

(a) Civilians aged 14 years and over. For definition see page 13. (b) See note (b) to table on page 26. (c) Affected by industrial dispute. (d) The sample size was reduced for this survey. See pages 13, 14 and 15. (e) Never married, widowed and divorced. (f) Comprises direct or indirect involvement in industrial disputes, including disputes not at place of employment.

\* Less than 4,000. See pages 14 and 15.

**UNEMPLOYMENT RATES (a), STATE CAPITAL CITIES AND OTHER AREAS (b)**  
(Per cent)

November	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Total, six capital cities	Other areas
<b>MALES</b>								
1973 (c)	1.2	1.3	*	2.0	2.2	*	1.4	1.4
1974	3.2	3.4	3.2	2.0	3.6	*	3.2	2.4
1975 (d)	4.5	3.6	4.2	3.7	4.3	*	4.1	3.4
1976 (e)	4.3	2.5	3.3	3.3	4.0	4.1	3.5	3.9
<b>FEMALES</b>								
1973 (c)	2.1	2.2	*	2.4	2.7	*	2.2	3.5
1974	3.5	4.0	5.5	4.3	5.3	*	4.1	4.8
1975 (d)	5.3	4.9	6.3	4.6	6.8	5.2	5.3	7.4
1976 (e)	4.1	4.7	5.0	5.4	5.1	*	4.6	6.4
<b>PERSONS</b>								
1973 (c)	1.5	1.6	1.3	2.2	2.4	3.1	1.7	2.0
1974	3.3	3.6	4.0	2.9	4.3	3.8	3.5	3.1
1975 (d)	4.8	4.1	5.0	4.0	5.2	3.8	4.5	4.7
1976 (e)	4.2	3.3	3.9	4.1	4.4	4.1	3.9	4.7

(a) The unemployed in each group as a percentage of the civilian labour force in the same group. (b) The figures relate to persons residing within the boundaries of the relevant Statistical Divisions. Explanatory notes on the delimitation of urban boundaries and maps showing the boundaries of the capital city Statistical Divisions were published in *Census of Population and Housing, 30 June 1971 - Census Bulletin No. 6*. (c) Affected by industrial dispute. (d) The sample size was reduced for this survey. See pages 13, 14 and 15. (e) Based on the revised definition of unemployed. See pages 13 and 14.

\* Subject to sampling variability too high for most practical uses. For an explanation of the standard error of the estimates see pages 14 and 15.

## UNEMPLOYED PERSONS (a), BY AGE AND BIRTHPLACE, NOVEMBER 1976

Age group (years)	Number unemployed ('000)			Per cent of labour force (b)		
	Males	Females	Persons	Males	Females	Persons
BORN IN AUSTRALIA						
15-19	35.4	38.0	73.3	11.2	13.6	12.3
20 and over -						
20-24	27.8	19.6	47.5	6.5	6.3	6.4
25-34	16.3	12.0	28.3	2.2	3.4	2.6
35 and over	23.8	12.1	35.8	1.7	1.9	1.7
Total 20 and over	67.9	43.7	111.6	2.6	3.3	2.9
Total	103.3	81.7	184.9	3.6	5.1	4.1
BORN OUTSIDE AUSTRALIA						
15-19	7.1	6.7	13.8	14.5	16.4	15.3
20 and over -						
20-24	6.1	5.6	11.8	6.8	8.4	7.5
25-34	10.3	8.0	18.3	3.4	5.4	4.0
35 and over	17.4	8.4	25.8	2.8	3.0	2.9
Total 20 and over	33.9	22.0	55.8	3.3	4.4	3.7
Total	41.0	28.7	69.7	3.9	5.3	4.4

(a) Civilians 15 years of age and over. The estimates are based on the revised definition of unemployed. For definition see pages 13 and 14.

(b) The unemployed in each group as a percentage of the civilian labour force in the same group.

## UNEMPLOYED PERSONS (a), BY AGE

Month	Number unemployed ('000)				Per cent of labour force (b)			
	15-19 years	20-34 years	35 years and over	Total	15-19 years	20-34 years	35 years and over	Total
MALES								
1973 - November (c)	26.6	16.4	11.1	54.1	7.6	1.1	0.5	1.4
1974 - November	42.7	41.1	27.7	111.4	11.9	2.8	1.4	2.9
1975 - November (d)	52.9	54.2	42.5	149.6	14.6	3.5	2.1	3.8
1976 - February (e)	51.3	62.2	45.9	159.5	13.1	4.0	2.3	4.0
May	41.7	52.3	38.4	132.4	10.8	3.4	1.9	3.3
August	42.7	60.3	43.1	146.2	11.8	3.9	2.1	3.7
November	42.5	60.6	41.2	144.2	11.7	3.9	2.0	3.6
FEMALES								
1973 - November (c)	24.8	16.9	9.7	51.4	7.8	2.2	1.1	2.6
1974 - November	40.4	30.4	18.8	89.6	12.3	3.7	2.0	4.3
1975 - November (d)	56.5	46.5	26.5	129.5	16.7	5.4	2.8	6.0
1976 - February (e)	56.8	55.6	32.7	145.0	16.2	6.4	3.5	6.7
May	45.7	42.3	27.1	115.1	13.6	5.0	2.9	5.4
August	45.9	44.9	27.2	118.0	14.4	5.3	2.9	5.6
November	44.7	45.2	20.4	110.4	13.9	5.2	2.2	5.2
PERSONS								
1973 - November (c)	51.4	33.3	20.7	105.4	7.7	1.5	0.7	1.8
1974 - November	83.1	71.4	46.4	201.0	12.1	3.1	1.6	3.4
1975 - November (d)	109.4	100.7	69.0	279.1	15.6	4.2	2.3	4.6
1976 - February (e)	108.0	117.8	78.7	304.5	14.6	4.9	2.7	5.0
May	87.4	94.6	65.5	247.6	12.1	3.9	2.2	4.1
August	88.6	105.3	70.3	264.1	13.0	4.4	2.4	4.4
November	87.2	105.8	61.6	254.6	12.7	4.3	2.1	4.2

(a) Civilians 15 years of age and over. For definition see pages 13 and 14. (b) The unemployed in each group as a percentage of the civilian labour force in the same group. (c) Affected by industrial dispute. (d) The sample size was reduced for this survey. See pages 13, 14 and 15. (e) The estimates are based on the revised definition of unemployed from February 1976 onwards. See pages 13 and 14.

**UNEMPLOYED PERSONS (a), BY MARITAL STATUS, DURATION OF UNEMPLOYMENT, ETC.  
(<sup>'000</sup>)**

(000)

Month	Marital status		Duration of unemployment (weeks) (c)					Looking for –		Total
	Married	Not married (b)	Under 2	2 and under 4	4 and under 13	13 and under 26	26 and over	Full-time work (d)	Part-time work (e)	
MALES										
1973 - November (f)	15.1	38.9	16.5	17.2	15.5	*	*	47.9	6.1	54.1
1974 - November	38.0	73.4	21.6	34.2	37.2	12.0	6.3	99.0	12.4	111.4
1975 - November (g)	50.1	99.5	17.7	30.6	53.8	23.2	24.4	138.4	11.2	149.6
1976 - February (h)	58.4	101.1	9.6	23.1	70.4	29.0	27.4	147.0	12.5	159.5
May	48.9	83.5	9.0	22.4	38.3	31.9	30.8	123.3	9.2	132.4
August	53.7	92.4	13.1	21.0	50.9	22.0	39.3	138.0	8.1	146.2
November	48.6	95.6	10.6	27.1	47.8	24.8	34.0	133.4	10.9	144.2
FEMALES										
1973 - November (f)	19.4	32.0	15.7	15.0	15.0	*	*	33.9	17.5	51.4
1974 - November	38.6	51.0	17.9	27.9	29.5	9.6	4.8	68.6	21.0	89.6
1975 - November (g)	51.9	77.6	19.7	29.0	45.3	15.4	20.1	93.4	36.1	129.5
1976 - February (h)	68.7	76.3	13.1	30.7	58.1	19.3	23.8	96.0	49.1	145.0
May	50.9	64.2	9.5	20.7	39.2	22.1	23.5	79.1	36.0	115.1
August	51.9	66.1	11.9	20.5	39.4	18.7	27.4	84.9	33.1	118.0
November	42.2	68.2	10.8	20.5	37.4	15.3	26.4	80.3	30.1	110.4
PERSONS										
1973 - November (f)	34.5	70.9	32.2	32.2	30.5	4.3	6.2	81.8	23.6	105.4
1974 - November	76.6	124.4	39.5	62.1	66.7	21.6	11.1	167.6	33.4	201.0
1975 - November (g)	102.0	177.1	37.4	59.5	99.1	38.6	44.5	231.8	47.3	279.1
1976 - February (h)	127.2	177.3	22.7	53.8	128.5	48.3	51.2	243.0	61.5	304.5
May	99.9	147.7	18.5	43.1	77.6	54.0	54.4	202.4	45.2	247.6
August	105.6	158.5	24.9	41.5	90.3	40.7	66.7	222.9	41.2	264.1
November	90.8	163.8	21.3	47.6	85.2	40.1	60.4	213.7	40.9	254.6

(a) Civilians 15 years of age and over. For definition see pages 13 and 14. (b) Never married, widowed and divorced. (c) Period from the time the person began looking for work, or was laid off, to the end of the survey week. (d) Includes persons laid off from full-time jobs. (e) Includes persons laid off from part-time jobs. (f) Affected by industrial disputes. (g) The sample size was reduced for this survey. See pages 13, 14 and 15. (h) The estimates are based on the revised definition of unemployed from February 1976 onwards. See pages 13 and 14.

\* Less than 4,000. See pages 14 and 15.

**UNEMPLOYED PERSONS (a) LOOKING FOR FULL-TIME WORK AND LOOKING FOR PART-TIME WORK**

November	Males	Married women	Other females (b)	All females	Persons
<b>NUMBER (<sup>'000</sup>)</b>					
Looking for full-time work (c) –					
1973 (d)	47.9	9.7	24.2	33.9	81.8
1974	99.0	24.3	44.2	68.6	167.6
1975 (e)	138.4	27.0	66.4	93.4	231.8
1976 (f)	133.4	21.7	58.6	80.3	213.7
Looking for part-time work (g) –					
1973 (d)	6.1	9.7	7.8	17.5	23.6
1974	12.4	14.3	6.8	21.0	33.4
1975 (e)	11.2	24.8	11.2	36.1	47.3
1976 (f)	10.9	20.5	9.6	30.1	40.9
<b>UNEMPLOYMENT RATE (PER CENT) (h)</b>					
Looking for full-time work (c) –					
1973 (d)	1.3	1.3	3.9	2.4	1.6
1974	2.7	3.0	7.2	4.8	3.3
1975 (e)	3.7	3.4	10.1	6.5	4.5
1976 (f)	3.5	2.8	9.3	5.7	4.1
Looking for part-time work (g) –					
1973 (d)	4.1	2.1	6.8	3.0	3.3
1974	7.8	2.8	5.2	3.2	4.1
1975 (e)	6.8	4.4	7.8	5.1	5.4
1976 (f)	5.8	3.6	6.5	4.2	4.5

(a) Civilians aged 15 years and over. For definition see pages 13 and 14. (b) Never married, widowed and divorced. (c) Includes persons laid off for the whole week from full-time jobs. (d) Affected by industrial disputes. (e) The sample size was reduced for this survey. See pages 13, 14 and 15. (f) Based on revised definition of unemployed. See pages 13 and 14. (g) Includes persons laid off for the whole week from part-time jobs. (h) The unemployed in each group as a percentage of the civilian labour force in the same group.

**PERSONS NOT IN THE LABOUR FORCE (a), BY MAJOR ACTIVITY  
(<sup>'000</sup>)**

<i>Month</i>	<i>Kept house</i>	<i>Went to school, etc.</i>	<i>Retired or voluntarily inactive</i>	<i>Permanently unable to work</i>	<i>Institutionalised (b)</i>	<i>Total</i>
<b>MALES</b>						
1973 - November (c)	12.5	261.0	475.2	32.2	52.9	833.8
1974 - November	5.6	273.3	501.3	54.4	55.4	890.1
1975 - November (d)	<u>9.7</u>	<u>291.2</u>	<u>511.7</u>	50.0	61.8	<u>924.4</u>
1976 - February (e)	12.9	244.0	547.9	47.1	56.5	908.5
May	12.5	269.2	548.5	44.0	55.9	930.1
August (c)	12.1	297.8	578.7	37.8	52.3	978.6
November	11.9	293.9	576.8	36.2	55.4	974.1
<b>MARRIED WOMEN</b>						
1973 - November (c)	1,874.0	7.1	25.3	*	11.4	1,921.7
1974 - November	1,859.9	10.7	36.0	9.1	11.4	1,927.0
1975 - November (d)	<u>1,822.5</u>	<u>9.2</u>	<u>29.1</u>	7.2	13.7	<u>1,881.6</u>
1976 - February (e)	1,857.7	8.7	29.3	6.3	10.2	1,912.3
May	1,867.1	12.2	30.9	5.3	8.8	1,924.4
August (c)	1,878.9	10.5	34.7	5.5	12.8	1,942.3
November	1,879.6	10.0	36.7	*	12.5	1,942.6
<b>OTHER FEMALES (f)</b>						
1973 - November (c)	448.7	218.3	126.3	14.8	60.5	868.6
1974 - November	420.8	234.1	146.8	18.8	68.5	888.9
1975 - November (d)	<u>446.9</u>	<u>241.8</u>	<u>120.4</u>	15.9	75.9	<u>901.0</u>
1976 - February (e)	485.5	218.7	124.9	15.2	58.2	902.5
May	492.3	246.6	108.1	13.8	65.9	926.8
August (c)	495.0	271.1	118.9	8.1	62.5	955.6
November	494.4	273.9	129.0	8.9	63.4	969.6
<b>ALL FEMALES</b>						
1973 - November (c)	2,322.8	225.4	151.6	18.7	71.9	2,790.4
1974 - November	2,280.7	244.8	182.7	27.9	80.0	2,816.0
1975 - November (d)	<u>2,269.4</u>	<u>251.0</u>	<u>149.5</u>	23.2	89.6	<u>2,782.6</u>
1976 - February (e)	2,343.3	227.5	154.2	21.5	68.3	2,814.8
May	2,359.4	258.8	139.1	19.2	74.7	2,851.2
August (c)	2,373.9	281.7	153.5	13.6	75.3	2,897.9
November	2,374.0	283.9	165.7	12.6	75.9	2,912.2
<b>PERSONS</b>						
1973 - November (c)	2,335.2	486.4	626.8	50.9	124.8	3,624.2
1974 - November	2,286.3	518.1	684.1	82.3	135.3	3,706.1
1975 - November (d)	<u>2,279.1</u>	<u>542.2</u>	<u>661.2</u>	73.1	151.4	<u>3,707.1</u>
1976 - February (e)	2,356.2	471.5	702.1	68.6	124.9	3,723.3
May	2,371.9	528.0	687.5	63.2	130.6	3,781.3
August (c)	2,385.9	579.4	732.2	51.4	127.5	3,876.5
November	2,385.9	577.8	742.5	48.8	131.3	3,886.2

(a) Civilians aged 15 years and over. For definition see page 14. (b) Comprises inmates of gaols, patients in hospitals, sanatoria, etc., for whom, for the purpose of the survey, the institution was regarded as their dwelling. (c) Affected by industrial dispute. (d) The sample size was reduced for this survey. See pages 13, 14 and 15. (e) The estimates from February 1976 are based on the revised definition of not in the labour force. See pages 13 and 14. (f) Never married, widowed and divorced.

\* Less than 4,000. See pages 14 and 15.

## SUPPLEMENTARY SURVEYS

As explained on page 13 the quarterly labour force survey questions are regularly supplemented by additional questions on particular aspects of the labour force or on topics of demographic and social interest. A complete list of supplementary surveys is given below. The pages immediately following contain summaries of

the results of a number of recent surveys of labour force and associated topics. Summaries of the results of the supplementary surveys on income distribution are given on pages 59 to 65, on weekly earnings of employees on pages 66 to 72, and on trade union members on pages 122 to 124.

<i>Title</i>	<i>Reference No.</i>
Annual Leave, August 1974	6.45
Assisted and Unassisted Migrants, August 1972	17.9
Australian Ex-service Personnel, Survey of, November 1966	15.1
Ex-service Personnel, Widows and Children, November 1971	15.1
Child Care –	
May 1969; May 1973	17.2
Chronic Illnesses, Injuries and Impairments –	
May 1968; May 1974	17.3
Evening and Night Work, November 1976 (Preliminary)	6.66
Family Status and Employment Status of the Population, November 1974 and November 1975	6.55
Frequency of Pay, August 1974; August 1976	6.46
Income Distribution, 1968-69 (Consolidated and Revised Edition)	17.17
Income Distribution, 1973-74 –	
Part 1	17.6
Part 2	17.8
Internal Migration –	
1969-70 to 1972-73 (annually)	4.26
Twelve months ended April 1972, 1973 and 1974; December 1974	4.26
Job Tenure –	
February 1974; February 1975; August 1976	6.44
Journey to Work and Journey to School –	
May 1970; August 1974	17.5
Labour Force Experience –	
During 1968; During 1972; During 1974; During 1975; During 1976	6.26
Labour Force Status and other Characteristics of Families, November 1974	6.57
Labour Mobility –	
November 1972; February 1975; 1976; 1977	6.43
Leavers from Schools, Universities and Other Educational Institutions, Survey of –	
February 1964, 1965, 1966 and 1967; February 1968, 1969 and 1970	S.B.679
February 1971 to February 1974 (annually); May 1975; May 1976	6.9
Multiple Jobholding –	
November 1965	S.B.465
August 1966	S.B.564
August 1967; May 1971; August 1973; August 1975	6.10
Non-School Study Courses, Survey of, August 1968	13.11
Persons Aged 15 to 64 years : Employment Status and Period Since Leaving School, May 1976	6.62
Persons Aged 15 to 64 Years Who Were Not in the Labour Force, November 1975	6.59
Persons Covered by Hospital and Medical Expenditure Assistance Schemes, August 1972	17.10
Persons Looking for Work, May 1976; November 1976	6.60
School Leavers, 1970 to 1974 : Their Employment Status and Education Experience in May 1975	6.53
Superannuation, Survey of, Victoria, May 1968	6.19
Superannuation, Survey of, February 1974	6.42
Trade Union Members, November 1976	6.65
Weekly Earnings of Employees (Distribution) August 1975; August 1976	6.51
Work Patterns of Employees, November 1976 (Preliminary)	6.64



## Labour force experience during 1976

In February 1977 a survey, based on the quarterly population survey (see page 13), was conducted throughout Australia in order to obtain information about the labour force experience during 1976 of civilians aged fifteen years and over. Information obtained included the length of time (in 1976) during which persons were employed, unemployed or not in the labour force, the number of times they were unemployed and other aspects of labour force experience. The results of similar surveys in earlier years were published in mimeographed bulletins. (See page 32 for details.)

Each person was assigned to a labour force category for each week in 1976, on the basis of his actual activity (i.e. whether working, looking for work, etc.) during that week. The principal categories appearing in the tables are as follows:

- (i) *Persons in the labour force.* A person was classified as having been in the labour force during any week in which he was employed or unemployed as defined in (ii) and (iii) below.
- (ii) *Employed persons.* A person was classified as having been employed during a week if, in that week, he: (a) did any work for pay, profit, commission or payment in kind, in a job or business, or on a farm (including employees, employers and self-employed persons), or (b) worked fifteen hours or more without pay in a family business (or farm), or (c) had a job, business or farm, but was on paid leave (including sick leave).

(iii) *Unemployed persons.* A person was classified as having been unemployed during a week if, in that week, he did no work at all, and either: (a) did not have a job or business and was looking for work, or (b) was laid off from his job without pay for the whole week.

(iv) *Persons out of the labour force* are all those who, in any week, were not in the categories "employed" or "unemployed", as defined above. For the purposes of this survey a person who was on strike and who did no work during a week was classified as out of the labour force in that week.

A person was classified as having worked mostly full-time in 1976 if the number of weeks in which he worked 35 hours or more (*full-time work*) exceeded or was equal to the number of weeks in which he worked less than 35 hours (*part-time work*). If the number of weeks worked full time was less than the number of weeks worked part time he was classified as having worked mostly part time. When absent on paid leave (including paid sick leave) he was classified according to the usual hours worked in the job from which he was absent.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of estimates on pages 14 and 15 are also applicable to this survey.

Further details of the survey were published in *Labour Force Experience During 1976* (Reference No. 6.26).

CIVILIAN POPULATION (a), FEBRUARY 1977, BY EMPLOYMENT STATUS IN 1976 ('000)

Employment status	Males	Married women	All females	Persons
Civilian population in February 1977 (a)	4,902.9	3,304.6	4,991.9	9,894.8
In the labour force at some time during 1976	4,126.7	1,631.4	2,509.6	6,636.3
For the whole year	3,589.0	1,005.2	1,589.6	5,178.6
For part of the year	537.7	626.2	920.0	1,457.7
Employed at some time during 1976	4,067.6	1,588.3	2,407.0	6,474.6
Mostly full time -				
No part-time work	3,811.0	916.5	1,546.0	5,357.0
Some part-time work	64.7	45.8	66.4	131.2
Mostly part time -				
No full-time work	166.5	593.9	741.1	907.6
Some full-time work	25.3	32.1	53.4	78.7
Unemployed at some time during 1976	438.0	158.5	368.6	806.6
One period of unemployment	330.1	134.4	309.7	639.8
Two periods	55.7	13.7	35.2	90.9
Three periods	25.0	5.9	13.3	38.3
Four or more periods	27.2	4.5	10.4	37.6
Out of the labour force for the whole of 1976	776.3	1,673.4	2,482.1	3,258.5

(a) Non-institutional civilians aged 15 years and over.

NOTE. The estimates relate to the labour force experience in 1976 of persons covered by the survey in February 1977. Because of emigration, deaths and other exits not all persons with 1976 labour force experience were covered. Labour force experience may relate to experience outside Australia.

**PERSONS EMPLOYED (a) AT SOME TIME DURING 1976, BY DURATION OF EMPLOYMENT IN THE YEAR  
(<sup>'000</sup>)**

<i>Duration of employment (weeks)</i>	<i>Males</i>	<i>Married women</i>	<i>All females</i>	<i>Persons</i>
1 and under 4	36.2	42.9	77.8	114.1
4 " " 13	111.8	121.7	185.7	297.5
13 " " 26	105.2	120.7	176.2	281.4
26 " " 39	175.6	150.6	225.7	401.4
39 " " 49	260.7	175.6	259.4	520.2
40 " " 52	77.4	30.7	49.5	126.9
52	3,300.5	946.2	1,432.7	4,733.2
<b>Total</b>	<b>4,067.6</b>	<b>1,588.3</b>	<b>2,407.0</b>	<b>6,474.6</b>

(a) Non-institutional civilians aged 15 years and over. See also NOTE to table on page 33.

**PERSONS UNEMPLOYED (a) AT SOME TIME DURING 1976, BY DURATION OF UNEMPLOYMENT  
(<sup>'000</sup>)**

<i>Duration of unemployment (weeks)</i>	<i>Males</i>	<i>Married women</i>	<i>All females</i>	<i>Persons</i>
1 and under 2	24.8	11.8	24.6	49.4
2 " " 4	55.7	24.1	57.7	113.4
4 " " 8	93.2	32.0	75.1	168.3
8 " " 13	71.6	28.2	59.6	131.2
13 " " 26	83.0	23.8	60.9	144.0
26 " " 52	85.3	27.0	64.1	149.5
52	24.4	11.6	26.6	50.9
<b>Total</b>	<b>438.0</b>	<b>158.5</b>	<b>368.6</b>	<b>806.6</b>

(a) Non-institutional civilians aged 15 years and over. See also NOTE to table on page 33.

## Labour mobility

In February 1976 a survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain information about changes of employment or job location and other aspects of labour mobility. The results of earlier surveys conducted in November 1972 and February 1975 were published in mimeographed bulletins (Reference No. 6.43).

For the purposes of the survey, a *job* was defined as :

- (i) employment as a wage or salary earner (or unpaid family helper) by a particular employer, in a particular locality; or
- (ii) self-employment (with or without employees) in a particular locality.

Thus, a change of job may have involved a change of employer without a change of job locality; a change of locality without a change of employer; or a change in both employer and locality. For example, the movement of an employer's operations to premises in a different locality would entail a change of job for employees who moved to the new location. Promotion or transfer of an employee which involved a move to premises in a different locality would also constitute a change of job. In capital cities and major towns, each suburb was considered to be a different locality; otherwise, each town and each country area associated with a town constituted a separate locality. It should be noted, however, that for a person who worked at different sites

for the same employer (for example, a construction worker), his base of operations (i.e. his employer's office, depot, yard, etc.) was considered to be his place of work.

Analysis of the estimates showed that a number of respondents reported as having worked for the same employer at a particular locality for one or more years had been employed for considerably less than the full year during 1975. Although there are valid reasons why this can be so (e.g. unpaid maternity leave, unpaid sick leave, extended periods of stand-down without pay, etc. during 1975), it is probable that some respondents misinterpreted the job tenure question (e.g. persons employed for a short time regularly each year by the same employer may have been reported as having worked for that employer for more than one year). In this regard, it should be noted that about 36,000 males, 46,400 married women and 8,200 other females worked for fewer than 40 weeks in 1975 but claimed that they had worked for the same employer at a particular location for one year or more. For this reason estimates concerning duration of job held at the end of 1975 should be used with caution.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of estimates on pages 14 and 15 are also applicable to this survey.

Further details of the survey were published in *Labour Mobility, February 1976* (Reference No. 6.43).

**PERSONS (a) EMPLOYED AT THE END OF 1975 : OCCUPATION AND DURATION OF JOB (b)**  
(000)

<i>Duration of job (b)(c) held at the end of 1975</i>	<i>Profession- al and technical, etc.</i>	<i>Adminis- trative, executive and mana- gerial</i>	<i>Clerical</i>	<i>Sales</i>	<i>Farmers, fisher- men, timber- getters, etc.</i>	<i>Transport and commu- nication</i>	<i>Trades- men, etc., n.e.c. (d)</i>	<i>Service, sport and recrea- tion</i>	<i>Total</i>
<b>MALES</b>									
Under 13 weeks	20.4	12.3	23.9	23.5	21.6	23.0	133.8	20.7	279.3
13 weeks and under 26 weeks	15.6	14.9	19.1	16.5	11.6	14.5	90.9	13.0	196.0
26 weeks and under 1 year	36.4	20.9	30.4	26.1	16.3	23.0	139.7	16.8	309.6
<i>Total under 1 year</i>	<i>72.5</i>	<i>48.1</i>	<i>73.4</i>	<i>66.1</i>	<i>49.4</i>	<i>60.4</i>	<i>364.5</i>	<i>50.6</i>	<i>784.9</i>
1 year and under 2 years	53.4	31.9	43.2	31.8	29.5	33.8	180.3	22.4	426.4
2 years and under 3 years	46.3	25.7	35.0	23.3	26.3	25.7	167.5	20.6	370.5
3 years and under 4 years	42.6	29.3	25.0	19.3	26.1	26.0	148.1	20.6	337.0
4 years and under 5 years	29.8	20.4	17.8	12.0	15.4	15.8	99.8	12.8	223.9
5 years and under 10 years	79.9	69.5	51.8	34.0	50.7	51.9	291.0	32.6	661.4
10 years and under 20 years	60.5	55.4	44.2	25.8	64.7	47.2	233.5	18.8	550.1
20 years and over	33.3	45.1	32.3	12.4	80.8	36.4	143.0	11.7	395.0
<i>Total</i>	<i>418.2</i>	<i>325.5</i>	<i>322.7</i>	<i>224.7</i>	<i>343.0</i>	<i>297.3</i>	<i>1,627.7</i>	<i>190.1</i>	<i>3,749.1</i>
<b>FEMALES</b>									
Under 13 weeks	15.2	*	56.3	31.2	4.9	{ 4.8 * 4.0	20.9	37.3	170.2
13 weeks and under 26 weeks	14.8	*	50.6	18.1			19.7	25.9	134.5
26 weeks and under 1 year	36.1	*	79.9	33.8			24.9	38.2	222.0
<i>Total under 1 year</i>	<i>66.1</i>	<i>5.0</i>	<i>186.9</i>	<i>83.1</i>	<i>7.6</i>	<i>11.1</i>	<i>65.4</i>	<i>101.4</i>	<i>526.7</i>
1 year and under 2 years	62.1	*	113.8	41.6	5.1	7.7	26.8	50.0	311.1
2 years and under 3 years	42.1	4.2	100.5	33.0	6.0	5.5	31.0	39.6	261.9
3 years and under 4 years	33.2	{ 6.4 43.0 103.9	69.9	25.9	5.2	{ 6.3 27.8 14.4	27.8	33.5	201.5
4 years and under 5 years	19.1		43.0	13.1	*		14.4	22.2	121.9
5 years and under 10 years	41.8		103.9	27.7	11.4		44.5	49.1	297.2
10 years and under 20 years	21.0	6.6	45.7	14.4	14.6	4.1	22.2	23.3	151.9
20 years and over	8.0	*	16.2	5.2	12.1	*	4.7	6.9	57.3
<i>Total</i>	<i>293.4</i>	<i>39.8</i>	<i>679.8</i>	<i>244.0</i>	<i>65.5</i>	<i>44.2</i>	<i>236.9</i>	<i>326.0</i>	<i>1,929.6</i>
<b>PERSONS</b>									
Under 13 weeks	35.6	14.1	80.3	54.7	24.3	27.8	154.7	58.0	449.5
13 weeks and under 26 weeks	30.5	15.8	69.7	34.6	13.7	16.7	110.6	38.9	330.5
26 weeks and under 1 year	72.5	23.2	110.2	59.9	19.1	27.0	164.6	55.1	531.5
<i>Total under 1 year</i>	<i>138.6</i>	<i>53.2</i>	<i>260.3</i>	<i>149.1</i>	<i>57.1</i>	<i>71.5</i>	<i>429.9</i>	<i>152.0</i>	<i>1,311.6</i>
1 year and under 2 years	115.4	35.9	157.0	73.5	34.6	41.5	207.2	72.4	737.5
2 years and under 3 years	88.4	29.9	135.5	56.3	32.3	31.3	198.5	60.2	632.4
3 years and under 4 years	75.8	32.4	94.9	45.2	31.3	28.9	175.8	54.1	538.5
4 years and under 5 years	49.0	23.7	60.8	25.1	18.8	19.3	114.2	34.9	345.8
5 years and under 10 years	121.7	80.2	155.7	61.7	62.1	60.0	335.5	81.7	958.6
10 years and under 20 years	81.5	62.0	89.9	40.2	79.4	51.3	255.7	42.1	702.0
20 years and over	41.3	47.9	48.4	17.6	92.9	37.8	147.8	18.6	452.3
<i>Total</i>	<i>711.6</i>	<i>365.2</i>	<i>1,002.5</i>	<i>468.7</i>	<i>408.5</i>	<i>341.5</i>	<i>1,864.6</i>	<i>516.1</i>	<i>5,678.7</i>

(a) Non-institutional civilians aged 15 years and over. (b) For definition see page 35. (c) See note on possible overstatement on page 35. (d) Includes miners and quarrymen, tradesmen, production-process workers and labourers, n.e.c.

\* Less than 4,000. See page 14.

NOTE. The estimates relate to the labour mobility in 1975 of persons covered by the survey in February 1976. Because of emigration, deaths and other exits not all persons employed in 1975 were covered. Labour mobility may relate to experience outside Australia.

**PERSONS (a) EMPLOYED AT SOME TIME IN 1975 : NUMBER OF EMPLOYERS  
OR BUSINESSES IN 1975 AND CHANGE IN LOCATION WHILE WITH THE SAME  
EMPLOYER OR IN THE SAME BUSINESS IN 1975  
(000)**

Change in location while with the same employer or in the same business in 1975	Number of employers or businesses in 1975				Total
	1	2	3	4 and over	
MALES					
Did not change location	3,274.0	422.9	94.0	55.4	3,846.3
Changed location	142.5	21.9	5.0	4.6	174.0
Number of changes –					
1	117.5	17.2	4.5	{ *	139.5
2	12.1	*		{ *	17.0
3	5.3	*	*	*	7.4
4 and over	7.7	*	*	*	10.1
Total	3,416.6	444.7	99.0	60.0	4,020.3
FEMALES					
Did not change location	1,997.1	230.8	37.4	22.4	2,287.8
Changed location	48.3	9.4	*	*	61.2
Number of changes –					
1	39.6	7.3	*	*	48.9
2 and over	8.6	*	*	*	12.3
Total	2,045.4	240.2	39.8	23.6	2,349.0
PERSONS					
Did not change location	5,271.2	653.7	131.4	77.8	6,134.1
Changed location	190.8	31.3	7.4	5.7	235.2
Number of changes –					
1	157.1	24.6	4.2	*	188.5
2	15.0	5.3	{ *	*	21.5
3	6.7		{ *	*	9.9
4 and over	12.0	*	*	*	15.3
Total	5,462.0	684.9	138.8	83.6	6,369.3

(a) Non-institutional civilians aged 15 years and over. See also NOTE to table on page 36.

\* Less than 4,000. See page 14.

**PERSONS (a) EMPLOYED AT SOME TIME IN 1975 : INDUSTRY AND NUMBER OF EMPLOYERS OR BUSINESSES IN 1975**  
(000)

	<i>Number of employers or businesses in 1975</i>									
	<i>Males</i>					<i>Females</i>				
	<i>1</i>	<i>2</i>	<i>3</i>	<i>4 and over</i>	<i>Total</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4 and over</i>	<i>Total</i>
<b>EMPLOYED AT THE END OF 1975</b>										
<b>Industry at end of year</b>										
Agriculture, forestry, fishing and hunting	277.1	18.3	7.0	5.2	307.6	66.7	4.1	*	*	71.2
Mining	65.3	7.3	*	*	74.9	4.7	*	*	*	5.9
Manufacturing	776.1	102.5	19.1	8.8	906.4	277.3	32.9	4.7	*	316.0
Electricity, gas and water	85.6	*	*	*	90.6	8.2	*	*	*	8.5
Construction	366.1	61.5	13.5	8.3	449.5	29.4	4.5	*	*	34.4
Wholesale and retail trade	552.5	87.3	17.3	6.2	663.3	398.8	50.1	7.4	*	460.0
Transport and storage	252.6	26.1	5.9	*	288.5	37.1	5.7	*	*	44.2
Communication	84.4	*	*	*	88.5	27.8	*	*	*	29.7
Finance, insurance, real estate and business services	213.0	22.8	4.1	*	240.9	171.1	21.5	*	*	195.3
Community services	277.8	23.5	*	*	306.8	412.9	45.4	6.9	*	467.6
Public administration and defence (c)	164.5	16.0	*	*	183.3	76.3	10.5	*	*	89.4
Entertainment, recreation, restaurants, hotels and personal services	113.3	26.0	6.1	*	148.8	173.4	24.8	4.3	4.8	207.3
<b>Total</b>	<b>3,228.2</b>	<b>398.3</b>	<b>81.3</b>	<b>41.3</b>	<b>3,749.1</b>	<b>1,683.6</b>	<b>202.3</b>	<b>30.0</b>	<b>13.7</b>	<b>1,929.6</b>
<b>NOT EMPLOYED AT THE END OF 1975</b>										
<b>Industry (b)</b>										
Agriculture, forestry, fishing and hunting	11.8	*	*	*	18.9	14.1	*	*	*	16.4
Mining	*	*	*	*	4.1	*	*	*	*	*
Manufacturing	45.4	10.0	*	*	61.7	66.9	4.9	*	*	74.8
Electricity, gas and water	*	*	*	*	*	*	*	*	*	*
Construction	35.1	11.1	6.0	4.5	56.8	4.7	*	*	*	5.8
Wholesale and retail trade	38.4	9.2	*	*	50.8	99.5	9.4	*	*	113.7
Transport and storage	9.9	*	*	*	15.5	5.5	*	*	*	5.9
Communication	*	*	*	*	4.0	4.2	*	*	*	5.0
Finance, insurance, real estate and business services	5.4	*	*	*	8.2	23.5	*	*	*	28.2
Community services	12.9	*	*	*	17.1	74.1	9.3	*	*	86.1
Public administration and defence (c)	8.1	*	*	*	10.2	13.3	*	*	*	15.4
Entertainment, recreation, restaurants, hotels and personal services	11.5	*	*	*	19.9	54.9	7.5	*	*	66.6
<b>Total</b>	<b>188.2</b>	<b>46.4</b>	<b>17.7</b>	<b>18.7</b>	<b>271.1</b>	<b>361.9</b>	<b>38.0</b>	<b>9.8</b>	<b>9.8</b>	<b>419.4</b>

(a) Non-institutional civilians aged 15 years and over. See also NOTE to table on page 36. (b) Industry of last job held in 1975. (c) Excludes defence forces.

\* Less than 4,000. See page 14.

### Leavers from schools, universities and other educational institutions

In May 1976 a survey, based on the quarterly population survey sample, was conducted throughout Australia in order to obtain information about persons aged 15 to 24 years who had attended full time at a school, university or other educational institution at some time during 1975. Separate information was obtained in respect of persons who had returned to full-time education in 1976 and those who had not returned to full-time education (described in the following two tables as 'leavers'). This survey continued the series of surveys carried out in February of each year from 1964 to 1974, and in May 1975.

For this survey, *leavers from schools,*

*universities or other educational institutions* were defined as persons who, at the time of the survey, were not attending an educational institution full time and who had completed or withdrawn from a course at an educational institution in 1975 or 1976. *Non-leavers* were defined as persons who, at the time of the survey, were attending an educational institution full time and who had done so in 1975.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of estimates on pages 14 and 15 are also applicable to this survey.

Further details of the survey were published in *Leavers from Schools, Universities and Other Educational Institutions, May 1976* (Reference No. 6.9).

PERSONS AGED 15 TO 24 YEARS (a) : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME IN 1975, LEAVERS AND NON-LEAVERS, MAY 1976 ('000)

	Institution attended full time in 1975					
	School	University	College of Advanced Education (b)	Technical College	Other	Total
MALES						
Leavers	102.3	14.0	10.6	8.6	*	137.1
Non-leavers	250.2	41.6	18.5	*	*	316.8
Attending –						
Same type of institution in 1976	(c)223.8	40.0	18.3	*	*	287.6
Different type of institution in 1976	26.5	*	*	*	*	29.2
Total	352.5	55.6	29.1	12.2	4.4	453.9
FEMALES						
Leavers	80.4	9.3	10.5	11.3	8.6	120.1
Non-leavers	239.3	23.8	23.6	*	*	292.3
Attending –						
Same type of institution in 1976	(c)203.5	23.0	22.6	*	*	253.8
Different type of institution in 1976	35.8	*	*	*	*	38.5
Total	319.6	33.1	34.1	14.9	10.6	412.4
PERSONS						
Leavers	182.7	23.3	21.0	19.9	10.3	257.2
Non-leavers	489.5	65.4	42.1	7.2	4.8	609.0
Attending –						
Same type of institution in 1976	(c)427.3	63.0	40.8	6.6	*	541.4
Different type of institution in 1976	62.2	*	*	*	*	67.6
Total	672.2	88.7	63.2	27.1	15.1	866.3

(a) At the time of the survey. Excludes some patients in hospitals and sanatoria and some inmates of gaols, reformatories, etc., at the time of the survey and persons permanently unable to work, who were not asked the survey questions. (b) Includes teacher training college. (c) Includes persons who had intended leaving school at the end of 1975 but had returned to school because they could not find a suitable full-time permanent job (6,500 males, 9,400 persons).

\* Less than 4,000. See page 14.

## LEAVERS (a) : EMPLOYMENT STATUS AND BIRTHPLACE, MAY 1976

State	Employment status				Total leavers			
	Employed (b) ('000)	Unemployed ('000)	Total in the labour force ('000)	Not in the labour force ('000)	Aged 15-19 years ('000)	Aged 20-24 years ('000)	Total	
							Number ('000)	Participation rate (c) (per cent)
MALES								
New South Wales	39.6	6.3	45.9	*	38.2	10.6	48.8	94.0
Victoria	32.2	4.5	36.7	*	30.3	7.2	37.5	98.0
Queensland	18.6	*	21.0	*	18.1	3.1	21.2	99.3
South Australia	10.5	*	12.4	*	11.3	*	13.0	95.4
Western Australia	8.1	*	8.7	*	8.2	*	9.3	93.2
Tasmania	3.5	*	4.4	*	3.9	*	4.4	100.0
Australian Capital Territory	1.6	*	2.4	*	1.6	*	2.4	100.0
Australia (d)	114.8	17.3	132.1	5.0	112.1	25.0	137.1	96.3
Born in Australia	99.0	14.1	113.1	4.5	98.2	19.4	117.6	96.2
Born outside Australia	15.8	*	19.0	*	13.9	5.6	19.5	97.3
FEMALES								
New South Wales	34.1	6.5	40.6	*	34.6	9.2	43.8	92.7
Victoria	22.6	6.1	28.7	*	26.3	5.2	31.5	90.9
Queensland	11.4	*	13.6	*	12.7	*	15.1	89.7
South Australia	10.5	*	12.0	*	10.1	2.6	12.7	94.6
Western Australia	8.1	*	9.3	*	8.3	2.0	10.2	90.6
Tasmania	3.1	*	4.3	*	4.5	*	5.0	86.9
Australia (e)	90.5	19.1	109.6	10.5	97.7	22.4	120.1	91.3
Born in Australia	76.9	15.7	92.6	8.6	82.7	18.5	101.2	91.5
Born outside Australia	13.6	*	17.0	*	15.0	*	19.0	89.9
PERSONS								
New South Wales	73.7	12.8	86.5	6.1	72.8	19.8	92.6	93.4
Victoria	54.8	10.6	65.4	*	56.6	12.4	69.0	94.8
Queensland	30.0	4.6	34.6	*	30.8	5.6	36.3	95.3
South Australia	21.1	3.3	24.4	*	21.3	4.3	25.6	95.0
Western Australia	16.2	*	18.0	*	16.4	3.1	19.5	91.8
Tasmania	6.6	2.0	8.7	*	8.4	*	9.4	93.0
Australian Capital Territory	1.9	*	3.3	*	2.1	*	3.3	100.0
Australia (d)	205.3	36.4	241.7	15.5	209.8	47.4	257.2	94.0
Born in Australia	175.9	29.8	205.6	13.1	180.9	37.9	218.7	94.0
Born outside Australia	29.4	6.7	36.0	*	29.0	9.5	38.5	93.6

(a) For definition, see page 39. (b) Includes wage and salary earners, employers, self-employed persons and unpaid family helpers. (c) Leavers in the labour force as a percentage of total leavers. (d) Includes the Northern Territory. (e) Includes the Northern Territory and the Australian Capital Territory.

\* Subject to sampling variability too high for most practical purposes. See page 14.

### Persons aged 15 to 64 years : Employment status and period since leaving school

In May 1976 a survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain information about the current employment status of persons aged 15 to 64 years, their age on leaving school and the year in which they had left.

The results of a similar survey (which was restricted to persons who had left school in the years 1970 to 1974) were published in a bulletin entitled *School Leavers, 1970 to 1974: Their Employment Status and Education Experience in May 1975* (Reference No. 6.53).

Caution should be exercised in comparing survey results for persons leaving school in different years. It should be borne in mind that the length of time since leaving school can have a marked effect on such aspects as the marital status and work experience of the leaver.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of the estimates on pages 14 and 15, are also applicable to this survey.

Further details of the survey were published in *Persons Aged 15 to 64 Years : Employment Status and Period Since Leaving School, May 1976* (Reference No. 6.62).



**PERSONS AGED 15 TO 64 YEARS (a) : EMPLOYMENT STATUS IN MAY 1976,  
YEAR AND AGE LEFT SCHOOL  
(<sup>000</sup>)**

Age on leaving school (years)								
Left school	Under 14	14	15	16	17	18 and over	Never went to school	Total
EMPLOYED								
Before 1930	41.0	79.4	30.0	11.3	*	*	..	165.9
1930-1939	131.7	300.0	161.5	101.2	49.7	35.0	..	779.1
1940-1949	130.8	284.2	316.2	177.4	96.4	60.7	..	1,065.7
1950-1954	45.7	119.7	204.5	107.3	52.8	37.7	..	567.7
1955-1959	37.6	95.3	222.3	127.7	67.8	48.4	..	599.2
1960-1964	20.4	76.7	234.3	171.0	116.4	65.7	..	684.5
1965-1966	4.1	17.2	92.2	77.8	58.3	34.6	..	284.1
1967-1968	6.0	12.3	79.0	84.2	62.2	56.7	..	296.8
1969-1970		10.4	86.0	98.8	83.9	68.7	..	349.1
1971 to May 1976		27.6	240.6	273.6	184.0	136.1	..	864.1
Never went to school	..	..	..	..	..	..	19.3	19.3
Total	417.3	1,022.8	1,666.8	1,230.2	774.9	544.4	19.3	5,675.6
UNEMPLOYED								
Before 1930	*	*	*				..	4.1
1930-1939	5.8	4.1	*	5.1	4.4		..	16.8
1940-1949	4.9	7.5	6.7			4.4	..	25.3
1950-1954		5.1	4.3	4.7			..	14.5
1955-1959	4.2	7.0	6.3				..	15.6
1960-1964			6.7	4.3	9.3		..	19.1
1965-1966		*	4.9				..	12.8
1967-1968		*	5.5	5.7		4.1	..	13.5
1969-1970		*	7.5	7.0			..	19.1
1971 to May 1976		8.7	36.2	24.2	18.5	9.0	..	96.9
Never went to school	..	..	..	..	..	..	*	*
Total	17.0	37.6	82.3	51.1	32.2	17.6	*	239.2
TOTAL LABOUR FORCE								
Before 1930	43.0	81.2	30.2	11.4	*	*	..	170.0
1930-1939	137.4	304.0	164.6	102.5	51.6	35.8	..	795.9
1940-1949	134.7	291.7	322.9	181.2	98.9	61.6	..	1,091.0
1950-1954	46.8	124.8	208.9	110.0	53.1	38.6	..	582.3
1955-1959	39.5	99.1	228.6	129.7	68.9	49.0	..	614.8
1960-1964	21.8	80.0	241.0	175.3	118.7	66.8	..	703.6
1965-1966	4.6	18.3	98.1	79.9	60.4	35.6	..	296.9
1967-1968	6.5	13.3	84.5	87.8	64.1	58.1	..	310.3
1969-1970		11.7	93.6	105.8	85.4	70.5	..	368.3
1971 to May 1976		36.3	276.8	297.8	202.4	145.1	..	960.9
Never went to school	..	..	..	..	..	..	20.7	20.7
Total	434.3	1,060.4	1,749.1	1,281.3	807.1	562.0	20.7	5,914.8
NOT IN THE LABOUR FORCE								
Before 1930	62.1	121.5	38.2	19.0	4.4	*	..	246.0
1930-1939	76.3	201.5	107.7	61.6	25.2	18.2	..	490.6
1940-1949	44.6	104.4	106.3	55.1	21.9	13.7	..	346.0
1950-1954	17.6	35.1	68.5	28.8	12.2	4.0	..	166.1
1955-1959	15.1	41.5	86.0	39.1	17.8	9.2	..	208.6
1960-1964	13.0	35.9	110.3	67.6	35.4	16.0	..	278.2
1965-1966	4.9	8.8	45.1	31.6	15.8	5.0	..	107.8
1967-1968		5.8	32.1	23.5	17.4	11.2	..	91.2
1969-1970		4.2	24.2	21.7	13.7	10.7	..	75.0
1971 to May 1976		6.7	33.3	39.3	76.1	55.2	..	212.4
Never went to school	..	..	..	..	..	..	21.7	21.7
Total	233.5	565.3	651.9	387.4	239.7	144.1	21.7	2,243.6
TOTAL								
Before 1930	105.1	202.6	68.4	30.3	7.8	*	..	416.0
1930-1939	213.8	505.5	272.3	164.1	76.8	54.0	..	1,286.5
1940-1949	179.3	396.1	429.2	236.3	120.8	75.3	..	1,437.0
1950-1954	64.3	159.9	277.4	138.8	65.3	42.6	..	748.4
1955-1959	54.5	140.6	314.6	168.8	86.7	58.3	..	823.4
1960-1964	34.9	115.8	351.4	242.9	154.2	82.7	..	981.9
1965-1966	6.1	27.1	143.2	111.5	76.2	40.6	..	404.7
1967-1968	5.5	19.0	116.6	111.3	81.5	69.3	..	401.4
1969-1970		15.9	117.8	127.5	99.1	81.2	..	443.3
1971 to May 1976		43.0	310.1	337.1	278.5	200.3	..	1,173.3
Never went to school	..	..	..	..	..	..	42.3	42.3
Total	667.8	1,625.6	2,401.0	1,668.7	1,046.8	706.1	42.3	8,158.4

(a) Non-institutional civilians aged 15 years and over who had left school.

\* Less than 4,000. See page 14.

### Persons looking for work

In November 1976 a survey was conducted in conjunction with the quarterly population survey (see page 13) in order to obtain information about persons who had recently been looking for work. The information sought included particulars of their last job, difficulties experienced in finding a job and family status. The results of an earlier survey were published in *Persons Looking for Work, May 1976* (Reference No. 6.60).

For the purposes of the survey, *persons looking for work* were defined as all civilians aged 15 years and over who during the survey week did not work and did not have a job, but could have taken one had it been available, and had been actively looking for full-time or part-time work in the four weeks up to and including the survey week (including persons who would have been prevented from taking a job in the survey week by their

own temporary illness or injury, or by their having made arrangements to start after the survey week in a new job in which they would have preferred to start in the survey week). They therefore comprise all unemployed persons other than those waiting to be called back to a job from which they had been temporarily stood down without pay for four weeks or less (including the whole of the survey week).

Estimates below 4,000 obtained from supplementary surveys are not usually published, but for this survey the lower limit is 3,000. Relative standard errors for estimates of 4,000 and above are given in the table on page 16. The standard error for estimates of 3,000 is about 24 per cent (700 persons).

Further details of the survey were published in *Persons Looking for Work, November 1976* (Reference No. 6.60).

PERSONS LOOKING FOR WORK : MAIN DIFFICULTY IN FINDING WORK,  
BY DURATION OF CURRENT PERIOD OF UNEMPLOYMENT, NOVEMBER 1976

Main difficulty in finding work	Duration of current period of unemployment (weeks)					Total	Per cent of total	Average duration of current period of unemployment
	1 and under 4	4 and under 8	8 and under 13	13 and under 26	26 and over			
	- '000 -						%	- weeks -
Own ill health or handicap	3.4		4.7		4.1	12.2	4.8	25.5
Considered by employers to be too young or too old	5.2	*	3.7	4.5	7.9	24.0	9.5	24.8
Unsuitable hours	4.0		*	*	*	6.4	2.5	11.2
Too far to travel/transport problems	4.7	3.8	3.4	3.3	*	17.3	6.8	13.1
Lacked necessary education, training or skills	3.9	3.6	*	3.3	5.4	19.2	7.6	22.7
Insufficient work experience	6.1	3.9	3.0	3.6	6.3	22.8	9.0	18.2
No vacancies in line of work	12.0	8.5	9.0	7.1	8.6	45.1	17.8	15.1
No vacancies at all	18.1	12.6	12.8	12.7	21.8	78.1	30.9	19.0
Other difficulties (a)	*	3.9	*	3.6		11.1	4.4	14.8
No difficulties reported	11.0	3.2	*	*	*	16.8	6.6	4.5
Total	67.4	45.1	40.0	40.1	60.4	253.0	100.0	17.7

(a) Includes about 3,400 persons whose main difficulty was language problems or discrimination against migrant or racial groups.

\* Less than 3,000. See above.

### Work patterns of employees

In November 1976 a survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain information about the work patterns of employed wage and salary earners, including the number of days worked in a week, the days on which they worked and the incidence of weekend work. For the sake of brevity, employed wage and salary earners are referred to in the tables as "employees".

For employees who worked in more than one job during the survey week information was obtained *only for their main job*.

A *full day* is a day on which five hours or more were worked. Days on which fewer than five hours were worked are shown in the table on page 45 as *half days*.

Persons who worked less than 35 hours in the survey week were not asked about the days on which they worked less than five hours. Consequently,

information about full days or half days of work is not available for these persons.

The survey was carried out over a period of four weeks. The Melbourne Cup Day holiday in the metropolitan area of Victoria on Tuesday 2 November occurred in the first of the four weeks, thereby reducing (by about 170,000) the estimates of the number of employees who worked on Tuesday and the number who worked more than 35 hours. In addition, the holiday appears to have affected the estimate for Victoria of the number of persons who attended work on the Monday, the eve of Melbourne Cup Day.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of estimates on pages 14 and 15 are also applicable to this survey.

Further details of the survey were published in *Work Patterns of Employees, November 1976 (Preliminary)* (Reference No. 6.64).

## EMPLOYEES WHO WORKED IN THE SURVEY WEEK (a) : DAYS ON WHICH WORKED (b), NOVEMBER 1976

State or Territory	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
MALES							
- '000 -							
N.S.W.	994.7	1,002.9	1,006.0	1,005.6	989.4	235.5	100.2
Vic.	(c)747.0	(c)659.0	777.1	782.3	771.5	189.5	65.7
Qld	379.2	380.4	386.8	387.9	385.7	106.2	43.3
S.A.	259.9	262.2	261.9	261.4	259.7	67.4	24.6
W.A.	230.5	233.7	233.9	231.1	229.7	71.1	26.5
Tas.	84.6	85.1	84.9	84.3	83.7	17.4	10.0
N.T.	23.7	23.5	23.8	23.5	23.1	7.2	2.5
A.C.T.	43.2	42.6	43.9	44.3	43.7	10.6	6.7
Australia	(c)2,762.8	(c)2,689.4	2,818.1	2,820.4	2,786.6	704.9	279.5
Excluding Victoria	2,015.8	2,030.4	2,041.0	2,038.1	2,015.1	515.4	213.8
- per cent -							
Australia	(c)93.3	(c)90.9	95.2	95.3	94.1	23.8	9.4
Excluding Victoria	93.8	94.5	95.0	94.8	93.8	24.0	9.9
FEMALES							
- '000 -							
N.S.W.	507.2	511.6	516.2	526.8	507.9	127.9	49.3
Vic.	(c)405.5	(c)348.2	419.2	424.8	420.5	99.0	37.4
Qld	183.0	179.5	187.4	183.2	184.4	60.0	21.9
S.A.	135.6	134.3	136.3	138.5	136.3	39.9	15.6
W.A.	115.6	117.2	117.1	118.2	119.5	38.3	15.0
Tas.	38.8	39.1	38.8	40.2	39.6	8.4	4.9
N.T.	10.7	11.0	10.8	10.9	11.0	2.0	2.7
A.C.T.	24.9	24.9	25.3	25.3	25.1	4.6	1.7
Australia	(c)1,421.3	(c)1,365.8	1,451.1	1,467.9	1,444.2	380.2	148.5
Excluding Victoria	1,015.8	1,017.6	1,031.9	1,043.1	1,023.8	281.2	111.1
- per cent -							
Australia	(c)83.6	(c)80.3	85.3	86.3	84.9	22.4	8.7
Excluding Victoria	83.8	83.9	85.1	86.0	84.4	23.2	9.2
PERSONS							
- '000 -							
N.S.W.	1,501.9	1,514.4	1,522.3	1,532.3	1,497.4	363.4	149.5
Vic.	(c)1,152.5	(c)1,007.2	1,196.2	1,207.0	1,192.0	288.5	103.1
Qld	562.2	559.9	574.1	571.2	570.1	166.2	65.2
S.A.	395.4	396.5	398.2	399.9	396.0	107.3	40.2
W.A.	346.2	350.9	351.0	349.3	349.2	109.4	41.4
Tas.	123.4	124.2	123.7	124.5	123.3	25.8	14.9
N.T.	34.4	34.5	34.6	34.4	34.1	9.2	5.2
A.C.T.	68.1	67.5	69.1	69.6	68.8	15.2	8.4
Australia	(c)4,184.1	(c)4,055.2	4,269.2	4,288.3	4,230.8	1,085.1	428.0
Excluding Victoria	3,031.6	3,048.0	3,072.9	3,081.2	3,038.8	796.6	324.8
- per cent -							
Australia	(c)89.8	(c)87.0	91.6	92.0	90.8	23.3	9.2
Excluding Victoria	90.2	90.7	91.4	91.7	90.4	23.7	9.7

(a) Includes part-time workers. (b) In main job only. (c) Affected by the Melbourne Cup Day holiday.

**EMPLOYEES WHO WORKED 35 HOURS OR MORE IN THE SURVEY WEEK :  
WEEK DAY AND WEEKEND WORK (a), NOVEMBER 1976**

Weekend work	Number of week days (b)			Total	Per cent of total
	Under 4	4	5		
MALES					
	- '000 -				%
None	8.5	64.2	1,848.0	1,920.8	73.6
One half day -					
Saturday	*	7.2	157.0	165.9	6.4
Sunday	*	*	9.0	9.7	0.4
Two half days	*	*	17.3	18.3	0.7
One full day -					
Saturday	7.1	42.7	219.7	269.5	10.3
Sunday	*	14.5	26.4	43.9	1.7
Full day Saturday, half day Sunday	*	*	11.3	13.6	0.5
Full day Sunday, half day Saturday	*	*	5.2	5.8	0.2
Two full days	44.1	28.2	91.4	163.7	6.3
Worked at weekend	56.0	97.3	537.3	690.5	26.4
Total	64.5	161.5	2,385.3	2,611.3	100.0
FEMALES					
	- '000 -				%
None	4.2	24.7	774.4	803.3	77.2
One half day -					
Saturday	*	8.6	74.4	83.3	8.0
Sunday	*	*	*	*	*
Two half days	*	4.1		4.1	0.4
One full day -					
Saturday	*	19.0	37.2	59.6	5.7
Sunday	*	9.5	*	14.9	1.4
One full day and one half day	*	4.9		5.1	0.5
Two full days	40.5	8.9	17.4	66.8	6.4
Worked at weekend	46.6	48.1	143.1	237.8	22.8
Total	50.8	72.8	917.5	1,041.1	100.0
PERSONS					
	- '000 -				%
None	12.7	88.8	2,622.4	2,724.0	74.6
One half day -					
Saturday	*	15.8	231.4	249.2	6.8
Sunday	*	*	12.5	13.4	0.4
Two half days	*	*	21.0	22.4	0.6
One full day -					
Saturday	10.6	61.7	256.8	329.1	9.0
Sunday	5.0	23.9	29.8	58.8	1.6
Full day Saturday, half day Sunday	*	*	13.6	17.4	0.5
Full day Sunday, half day Saturday	*	*	6.2	7.2	0.2
Two full days	84.5	37.2	108.8	230.5	6.3
Worked at weekend	102.6	145.4	680.3	928.3	25.4
Total	115.3	234.2	3,302.7	3,652.4	100.0

(a) In main job only. (b) Full days or half days. Affected by the Melbourne Cup Day holiday.

\* Less than or based on a figure less than 4,000. See page 14.

## Job tenure

This survey obtained estimates of employed wage and salary earners classified according to the length of time they had been in the job held in August 1976. The estimates were derived from information obtained in the population survey conducted in that month. The results of similar inquiries conducted in February 1974 and February 1975 were published in bulletins entitled *Job Tenure* (Reference No. 6.44). Those publications contain details for all employed persons (i.e. they include estimates for employers, self-employed persons and unpaid family helpers as well as wage and salary earners).

For the purposes of this survey, a *job* was defined as employment as a wage or salary earner by a particular employer.

*Length of time in current job* was defined as the length of time a wage or salary earner had worked for his or her current employer.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of estimates on pages 14 and 15, are also applicable to this survey.

Further details of the survey were published in *Job Tenure, August 1976* (Reference No. 6.44).

**EMPLOYED WAGE AND SALARY EARNERS (a) : DURATION OF CURRENT  
JOB, AGE, MARITAL STATUS AND WHETHER FULL-TIME OR PART-TIME WORKERS, AUGUST 1976**  
(000)

Duration of current job	Age group (years)					Total		
	15-24	25-34	35-44	45-54	55 and over	Full-time workers	Part-time workers	Total
MALES								
Under 3 months	117.7	69.3	30.7	22.8	10.9	228.4	22.8	251.3
3 months and under 6 months	75.9	44.2	22.3	13.8	8.3	150.8	13.7	164.4
6 months and under 1 year	120.3	72.6	32.6	23.4	9.6	242.0	16.4	258.5
Total under 1 year	313.9	186.1	85.5	59.9	28.8	621.2	52.9	674.2
1 year and under 2 years	126.9	93.1	49.4	32.4	18.3	300.1	20.0	320.1
2 years and under 3 years	115.6	88.8	53.0	32.0	20.3	294.6	15.1	309.7
3 years and under 4 years	69.2	70.6	39.5	36.2	20.4	226.0	10.0	235.9
4 years and under 5 years	43.0	56.3	34.9	26.0	15.4	170.7	5.0	175.6
5 years and under 10 years	78.0	196.6	122.4	107.6	57.6	552.2	10.0	562.2
10 years and under 15 years	*	100.6	84.1	74.5	56.5	311.9	5.1	317.0
15 years and under 20 years	..	28.3	54.6	54.5	34.4	169.8	*	172.1
20 years and over	..	*	57.9	148.4	127.7	331.2	5.1	336.3
Total	748.8	821.8	581.3	571.7	379.5	2,977.6	125.4	3,103.1
MARRIED WOMEN								
Under 3 months	26.6	42.1	24.4	15.0	4.6	54.8	57.9	112.7
3 months and under 6 months	16.1	28.8	16.0	10.3	4.3	38.3	34.5	72.8
6 months and under 1 year	22.7	41.7	24.1	15.5		59.4	47.4	106.8
Total under 1 year	65.5	112.7	64.5	40.7	8.9	152.5	139.7	292.2
1 year and under 2 years	30.0	52.1	45.3	28.5	5.9	90.1	71.7	161.8
2 years and under 3 years	24.3	43.6	44.7	27.3	7.1	87.9	59.2	147.0
3 years and under 4 years	19.5	24.9	33.2	22.9	7.6	68.7	39.3	108.0
4 years and under 5 years	13.4	19.2	17.6	17.8	5.0	48.5	24.6	73.1
5 years and under 10 years	25.2	38.2	56.8	55.8	19.9	136.6	59.3	196.0
10 years and under 15 years	*	10.3	13.1	26.3	10.7	41.6	19.1	60.7
15 years and under 20 years	..	*	4.1	10.7	6.1	13.6	9.0	22.6
20 years and over	..	*	*	12.0	9.2	16.6	7.5	24.1
Total	178.1	302.8	282.3	241.9	80.4	656.1	429.3	1,085.5
ALL FEMALES								
Under 3 months	97.1	52.9	27.2	18.9	7.3	121.1	82.1	203.3
3 months and under 6 months	64.6	35.9	17.6	11.4	*	84.8	46.9	131.6
6 months and under 1 year	100.6	52.1	27.8	19.3	4.1	140.0	63.9	203.9
Total under 1 year	262.3	140.9	72.5	49.6	13.5	345.9	192.9	538.8
1 year and under 2 years	117.8	66.2	52.4	31.9	9.2	185.8	91.7	277.5
2 years and under 3 years	90.9	56.1	50.4	33.0	11.7	169.6	72.6	242.2
3 years and under 4 years	58.0	33.3	37.9	28.7	10.8	120.2	48.5	168.7
4 years and under 5 years	28.0	25.3	21.1	20.2	8.8	73.8	29.6	103.4
5 years and under 10 years	46.3	57.0	65.3	71.1	29.8	198.0	71.5	269.5
10 years and under 15 years	*	16.4	16.1	32.4	17.5	59.7	23.1	82.8
15 years and under 20 years	..	*	7.3	13.9	10.4	24.3	11.0	35.3
20 years and over	..	*	5.5	18.6	19.4	34.4	9.6	43.9
Total	604.1	398.9	328.6	299.4	131.1	1,211.8	550.4	1,762.2
PERSONS								
Under 3 months	214.8	122.2	57.9	41.7	18.2	349.5	104.9	454.6
3 months and under 6 months	140.5	80.0	39.9	25.2	10.4	235.6	60.5	295.9
6 months and under 1 year	220.9	124.8	60.3	42.6	13.7	382.0	80.3	462.4
Total under 1 year	576.2	327.0	158.0	109.5	42.2	967.1	245.8	1,212.9
1 year and under 2 years	244.7	159.4	101.7	64.3	27.5	485.9	111.7	597.6
2 years and under 3 years	206.5	144.9	103.4	65.1	32.0	464.2	87.7	551.8
3 years and under 4 years	127.2	103.9	77.4	64.9	31.2	346.2	58.5	404.7
4 years and under 5 years	71.0	81.6	56.0	46.2	24.3	244.5	34.6	279.0
5 years and under 10 years	124.3	253.6	187.7	178.7	87.4	750.2	81.5	831.7
10 years and under 15 years	*	117.1	100.2	106.9	74.0	371.6	28.2	399.8
15 years and under 20 years	..	31.9	62.0	68.4	44.8	194.1	13.3	207.4
20 years and over	..	*	63.4	167.0	147.2	365.6	14.7	380.2
Total	1,352.9	1,220.8	909.9	871.1	510.6	4,189.4	676.0	4,865.3

(a) Non-institutional civilians aged 15 years and over.

\* Less than 4,000. See page 14.

### Frequency of pay

This survey obtained information about the frequency of pay of wage and salary earners employed in August 1976. The estimates were derived from the population survey conducted in that month. Results of earlier surveys were published in *Frequency of Pay, August 1974* (Reference No. 6.46) and in *Labour Force Experience During 1968* (Reference No. 6.26).

The standard errors given in the table on page 16 and, in general, the comments on the reliability of estimates on pages 14 and 15 are also applicable to this survey.

Further details of the survey were published in *Frequency of Pay, August 1976* (Reference No. 6.46).

### EMPLOYED WAGE AND SALARY EARNERS (a) : INDUSTRY AND FREQUENCY OF PAY, AUGUST 1976

Industry	Frequency of pay						Total (b)	
	Weekly		Fortnightly		Monthly			
	'000	Per cent	'000	Per cent	'000	Per cent	'000	Per cent
MALES								
Agriculture, forestry, fishing, etc.	37.4	40.4	23.1	25.0	19.8	21.4	92.4	100.0
Mining and quarrying	31.2	44.4	30.5	43.4	8.5	12.0	70.3	100.0
Manufacturing	696.1	77.4	120.8	13.4	79.9	8.9	899.2	100.0
Electricity, gas and water	41.6	45.9	48.0	52.9	*	*	90.6	100.0
Construction	220.0	69.3	84.8	26.7	8.1	2.6	317.3	100.0
Wholesale and retail trade	442.7	81.4	36.9	6.8	58.8	10.8	544.1	100.0
Transport and storage	109.1	48.4	100.0	44.4	10.6	4.7	225.4	100.0
Communication	*	*	85.2	95.5	*	*	89.2	100.0
Finance, insurance, real estate and business services	56.2	27.9	118.6	59.0	21.8	10.8	201.0	100.0
Public administration and defence (c)	31.9	17.9	144.6	81.2	*	*	178.1	100.0
Community services	46.1	16.0	218.6	75.7	19.7	6.8	288.8	100.0
Entertainment, recreation, restaurants, hotels and personal services	85.2	79.9	14.7	13.8	*	*	106.6	100.0
Total	1,800.8	58.0	1,025.8	33.1	233.3	7.5	3,103.1	100.0
FEMALES								
Agriculture, forestry, fishing, etc.	7.2	50.0	*	*	*	*	14.3	100.0
Mining and quarrying	*	*	*	*	*	*	5.0	100.0
Manufacturing	283.2	91.7	14.2	4.6	8.5	2.7	308.9	100.0
Electricity, gas and water	4.5	50.7	4.2	48.2	*	*	8.8	100.0
Construction	12.0	65.2	*	*	*	*	18.4	100.0
Wholesale and retail trade	350.4	92.1	16.0	4.2	10.1	2.7	380.4	100.0
Transport and storage	19.9	60.1	10.8	32.6	*	*	33.2	100.0
Communication	*	*	25.4	90.2	*	*	28.2	100.0
Finance, insurance, real estate and business services	82.0	42.8	99.1	51.7	7.0	3.7	191.6	100.0
Public administration and defence (c)	10.8	11.7	79.2	86.4	*	*	91.7	100.0
Community services	92.0	18.2	385.2	76.2	16.6	3.3	505.3	100.0
Entertainment, recreation, restaurants, hotels and personal services	154.4	87.5	12.1	6.9	*	*	176.4	100.0
Total	1,018.3	57.8	654.4	37.1	55.3	3.1	1,762.2	100.0
PERSONS								
Agriculture, forestry, fishing, etc.	44.5	41.7	24.8	23.3	23.1	21.7	106.7	100.0
Mining and quarrying	32.3	42.9	33.1	44.0	9.7	12.9	75.3	100.0
Manufacturing	979.2	81.1	135.0	11.2	88.3	7.3	1,208.1	100.0
Electricity, gas and water	46.0	46.3	52.2	52.5	*	*	99.4	100.0
Construction	232.0	69.1	88.6	26.4	10.1	3.0	335.7	100.0
Wholesale and retail trade	793.1	85.8	52.9	5.7	68.9	7.5	924.5	100.0
Transport and storage	129.1	49.9	110.9	42.9	12.7	4.9	258.6	100.0
Communication	4.3	3.7	110.6	94.2	*	*	117.4	100.0
Finance, insurance, real estate and business services	138.1	35.2	217.7	55.4	28.8	7.3	392.6	100.0
Public administration and defence (c)	42.6	15.8	223.8	83.0	*	*	269.8	100.0
Community services	138.1	17.4	603.7	76.0	36.3	4.6	794.1	100.0
Entertainment, recreation, restaurants, hotels and personal services	239.6	84.6	26.8	9.5	6.0	2.1	283.1	100.0
Total	2,819.1	57.9	1,680.1	34.5	288.6	5.9	4,865.3	100.0

(a) Non-institutional civilians aged 15 years and over. (b) Includes 43,200 males and 34,200 females paid at other intervals. (c) Excludes permanent defence forces.

\* Less than 4,000. See page 14.



### Evening and night work

In November 1976 a survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain information about the number of wage and salary earners who, in their main job, had worked between 7 p.m. and 5.30 a.m. at anytime during a specified four-week period. Employed wage and salary earners are referred to in this statement as "employees".

*Employees who worked in the evening or at night* are wage and salary earners who had worked in their main job at any time between 7 p.m. and 5.30 a.m. on at least one occasion in the four weeks before the interview. Evening and night work included work done at home (e.g. unpaid work at home by executives or teachers).

*Type of evening or night work.* Respondents were asked to choose, in respect of any employee who had

worked in the evening or at night, the classification which *best described* the type or work in which the employee had been engaged. The classification of type of work shown in the second table below should therefore be used with caution because, although employees were coded to only one classification, it does not necessarily follow that they had engaged in only one type of evening or night work in the four-week period. Persons classified as "on call" were employees on stand-by who had been called out in the evening or at night during the period.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of estimates on pages 14 and 15 are also applicable to this survey.

Further details of the survey were published in *Evening and Night Work, November 1976* (Reference No. 6.66).

**CIVILIAN EMPLOYEES : EMPLOYEES WHO WORKED IN THE EVENING OR AT NIGHT (a)  
AND OTHER EMPLOYEES, NOVEMBER 1976**

State or Territory	Worked in the evening or at night (a)				Other			Total		
	Persons		No	Per cent of total employees	Persons		Persons	Persons		Persons
	Males	Females			Males	Females		Males	Females	
	- '000 -			%			- '000 -			
N.S.W.	296.0	141.4	437.4	24.7	833.6	499.7	1,333.3	1,129.6	641.1	1,770.6
Vic.	224.4	122.2	346.7	25.4	631.5	388.0	1,019.5	856.0	510.2	1,366.2
Qld	103.9	48.4	152.2	22.8	332.8	181.6	514.4	436.7	229.9	666.6
S.A.	77.6	44.1	121.7	26.3	212.8	128.2	341.0	290.4	172.3	462.7
W.A.	70.7	33.8	104.5	25.6	189.5	114.9	304.3	260.2	148.7	408.8
Tas.	24.2	12.0	36.2	25.4	69.7	36.4	106.1	93.9	48.4	142.3
N.T.	3.8	1.6	5.4	14.5	21.2	10.5	31.8	25.1	12.1	37.2
A.C.T.	17.7	7.6	25.3	32.1	31.3	22.4	53.6	48.9	30.0	78.9
Australia	818.2	411.1	1,229.3	24.9	2,322.5	1,381.5	3,704.0	3,140.7	1,792.6	4,933.3

(a) For definition see above.

**EMPLOYEES WHO WORKED IN THE EVENING OR AT NIGHT (a) : OCCUPATION AND TYPE OF WORK (a),  
NOVEMBER 1976**

Occupation group (b)	Paid work			Total					Total	
	Paid overtime	Other paid arrangements (c)	Total	Unpaid Work	On call	Worked between 7 p.m. and midnight only	Worked between midnight and 5.30 a.m. only	Worked in both periods (d)	Number	Per cent of employees(e)
					- '000 -					%
Professional and technical	17.0	119.0	136.0	120.0	21.2	205.9	*	68.9	277.2	39.5
Administrative, executive and managerial	5.8	17.5	23.3	65.7	10.5	81.5	*	16.3	99.5	38.2
Clerical	33.7	57.7	91.4	19.4	*	98.1	*	15.1	114.2	12.2
Sales	17.0	61.1	78.2	21.0	6.2	98.8	*	4.0	105.4	25.7
Farmers, fishermen, timbergetters, etc.	*	6.1	8.2	8.8	*	11.2	*	*	18.8	13.5
Miners and quarrymen	*	15.0	16.2	*	*	6.6	*	7.9	16.4	54.0
Transport and communication	15.0	80.1	95.0	*	5.8	42.1	10.8	50.0	102.8	37.5
Tradesmen, production-process workers and labourers, n.e.c.	66.1	193.3	259.4	13.1	13.9	133.5	23.0	129.8	286.4	17.2
Service, sport and recreation	11.6	180.0	191.7	4.5	12.5	133.2	6.9	68.5	208.7	41.1
Total	169.6	729.8	899.4	254.5	75.4	811.0	54.0	364.3	1,229.3	24.9
					- per cent -					
Percentage of all persons working in the evening or at night	13.8	59.4	73.2	20.7	6.1	66.0	4.4	29.6	100.0	..

(a) For definitions see above. (b) Occupation classification adopted for the 1971 Census of Population. (c) Comprises paid shiftwork, paid roster work and other paid arrangements. (d) Employees who had worked between 7 p.m. and midnight and between midnight and 5.30 a.m. in the four-week period, but not necessarily on the same occasion. (e) Proportion of employees in each occupation group who worked in the evening or at night.

\* Less than 4,000. See page 14.

## Family status and employment status of the population

The table on the following page contains estimates for November 1976 of the civilian non-institutionalised population aged fifteen years and over classified by family status and employment status. The estimates were derived from the results of the quarterly population survey.

A *family* was generally defined to consist of two or more persons living in the same household at the time of the survey comprising the head of the family and spouse (if any) and any persons having any of the following relationships to them:

- (i) son or daughter of any age, if unmarried and not accompanied by children of his or her own
- (ii) brother or sister, if unmarried and not accompanied by children of his or her own
- (iii) grandchild, if unmarried and not accompanied by either of his or her parents, nor by children of his or her own
- (iv) ancestor, if not married and not accompanied by children under 15 years of age of his or her own; or
- (v) any child under 15 years of age not accompanied by a parent, unless the child was related to some person in a second family in the household.

The following points should be noted in relation to the definition of a family in the previous paragraph:

- (i) family status was determined at the time of the survey. Thus if members of the family were absent (e.g. children at boarding school) the family status of the head and other family members could have been affected.
- (ii) the term 'relationship' includes relationships by blood, marriage or adoption
- (iii) the marriage relationship includes legal and de facto relationships.
- (iv) the term not married comprises never married, widowed, divorced and permanently separated persons.
- (v) a family, as defined, can contain no more than two married persons, and can contain two married persons only if these persons are husband and wife.

*Dependent children* comprise all family members under 15 years of age and all family members aged 15 to 20 years who are full-time students.

The standard errors given in the table on page 16, and, in general, the comments on the reliability of estimates on pages 14 and 15 are also applicable to this survey.

**NON-INSTITUTIONALISED POPULATION 15 YEARS OF AGE AND OVER, BY FAMILY STATUS AND  
EMPLOYMENT STATUS, NOVEMBER 1976**

Family status	Employed (a)	Unemployed (a)		Total labour force (a)		Not in labour force (a)	Civilian population aged 15 and over
	('000)	('000)	Per cent of labour force (b)	('000)	Per cent of population (c)	('000)	('000)
<b>MALES</b>							
<i>Member of a family (d)</i>	3,383.7	110.7	3.2	3,494.4	81.9	770.4	4,264.8
Husband	2,664.0	44.5	1.6	2,708.6	86.2	433.6	3,142.2
with dependent children (e) present	1,752.8	31.2	1.7	1,784.1	97.4	48.3	1,832.3
without dependent children (e) present	911.2	13.3	1.4	924.5	70.6	385.3	1,309.8
Not married (f) head of family	64.0	*	*	66.6	76.6	20.4	87.0
with dependent children (e) present	23.6	*	*	24.2	86.8	*	27.9
without dependent children (e) present	40.4	*	*	42.4	71.7	16.7	59.1
Full-time students 15-20 years of age	34.2	10.8	23.9	45.0	16.0	235.9	280.9
Other child (g) of family head	579.1	47.1	7.5	626.3	93.0	47.3	673.6
Other relative (parent, brother, etc.)	42.3	5.7	11.9	48.0	59.1	33.2	81.2
<i>Not a member of a family (h)</i>	426.8	33.4	7.3	460.2	75.6	148.3	608.5
<b>Total</b>	<b>3,810.4</b>	<b>144.2</b>	<b>3.6</b>	<b>3,954.6</b>	<b>81.1</b>	<b>918.7</b>	<b>4,873.3</b>
<b>FEMALES</b>							
<i>Member of a family (d)</i>	1,740.5	94.0	5.1	1,834.4	42.8	2,456.9	4,291.3
Wife	1,252.8	38.1	3.0	1,291.0	40.8	1,870.3	3,161.3
Not married (f) head of family	106.1	5.6	5.1	111.8	37.4	187.4	299.1
with dependent children (e) present	66.1	4.5	6.3	70.6	44.8	86.9	157.5
without dependent children (e) present	40.0	*	*	41.2	29.1	100.4	141.6
Full-time students 15-20 years of age	36.4	10.6	22.5	47.1	16.5	237.5	284.5
Other child (g) of family head	319.1	36.2	10.2	355.3	88.2	47.6	402.9
Other relative (parent, sister, etc.)	25.9	*	*	29.3	20.4	114.2	143.5
<i>Not a member of a family (h)</i>	278.8	16.4	5.6	295.1	43.8	379.4	674.6
<b>Total</b>	<b>2,019.2</b>	<b>110.4</b>	<b>5.2</b>	<b>2,129.6</b>	<b>42.9</b>	<b>2,836.3</b>	<b>4,965.9</b>

(a) For definitions see pages 13 and 14. (b) The number of unemployed in each group as a percentage of the labour force in the same group. (c) The labour force in each group as a percentage of the civilian non-institutionalised population aged 15 years and over in the same group. (d) See page 50. (e) Comprises all family members under 15 years of age and all family members aged 15 to 20 years who were full-time students. (f) Includes widowed, divorced and permanently separated. (g) Of any age. (h) Persons living by themselves or not related to any other member of the household in which they were living.

\* Less than or based on a figure less than 4,000. See page 14.

## EMPLOYED WAGE AND SALARY EARNERS

## Explanatory notes

The figures in this section generally relate only to civilian wage and salary earners, not the total labour force: they therefore exclude employers, self-employed persons, unpaid helpers and the unemployed. Also excluded, because of the inadequacy of current data, are wage and salary earners in agriculture and private households employing staff. For the sake of brevity, wage and salary earners are referred to in the tables as "employees". Defence forces are included in the table on page 54.

The estimates, except those relating to government employees and defence forces, are based on comprehensive data (referred to herein as "benchmarks") derived for the purpose from the 1971 population census and other relevant sources such as special returns from government bodies and the Bureau's economic censuses and surveys. The data needed to derive the estimates for periods subsequent to the benchmark date (June 1971) are obtained from three main sources, namely, (a) current payroll tax returns; (b) current returns from government bodies; and (c) some other current returns of employment (e.g. for hospitals); the balance, i.e. unrecorded private employment, is estimated. At June 1971 recorded employment obtained from the foregoing sources accounted for about 90 per cent of the employees in the industries covered, as determined by the benchmarks. Month-to-month changes shown by current data (see above) are linked to the benchmark data to derive monthly estimates, which are published in the bulletin *Employment and Unemployment* (Reference No. 6.4).

Estimates of private and government employment in this issue for June 1975 and subsequent months are on a revised basis, which has been designed to achieve uniformity of classification in ABS statistical collections. The revision is currently being extended back to June 1971. Details will be published in the monthly bulletin *Employment and Unemployment* (Reference No. 6.4). The effect of this revision on employment estimates at June 1976 is that government employment estimates are about 147,000 higher and private employment estimates about 147,000 lower than they would have been had the previous classification been continued. The approximate increase in Australian government employment is 1,400 and in State government employment 145,600.

The principal changes affecting the private/government dissection of employment estimates are as follows:

- (a) *Hospitals.* Non-departmental "public" or "board" hospitals (other than those run by religious or charitable organisations) are now classified to State government. This change was

made because the degree of State government financing and control of such institutions was found to be sufficient to warrant their inclusion in the State government estimates. The effect of this decision was to add approximately 139,500 persons to State government employment estimates at June 1976.

- (b) *Marketing authorities.* All marketing authorities or boards (other than those which are purely growers' or producers' co-operatives) are now included in the government sector, as they exercise functions which are fundamentally those of government. Previously a limited number of such bodies were included in the government employment estimates. The effect of the inclusion of all marketing authorities was to add approximately 7,500 persons to the government employment estimates at June 1976.

Although the series measure reasonably well the short-term trends in employment in the defined field, they may be less reliable for longer-term measurement. There are conceptual differences between benchmark and current data, and changes in such factors as labour turnover, multiple jobholding and part-time working all affect the trend over longer periods.

## Concepts and definitions

The concepts and definitions applicable to these estimates are those adopted at the 1971 population census, which conformed closely to the recommendations of the Eighth International Conference of Labour Statisticians (Geneva, 1954). At the census the following questions were asked in respect of all persons fifteen years of age and over:

"Did this person have a full or part-time job, or business or farm of any kind last week (even if this person was temporarily absent from a job because of sickness, holidays, industrial dispute etc.)?"

"Did this person do any work at all last week for payment or profit (even if this person was working only part-time or helping without pay in a family business)?"

Provided they had not been temporarily laid off by their employer without pay for the whole of the week, persons who answered "yes" to either of these questions were classified as employed. Persons in this category were classified as wage and salary earners if on their census schedule they were stated to be "a wage or salary earner" in the job they held in the previous week.

Government employees comprise not only administrative employees but also all other employees of government bodies (Australian, State, local and

semi-government) on services such as railways, road transport, banks, postal and telecommunications, air transport, education (including universities, colleges of advanced education, etc.), radio, television, police, public works, factories, marketing authorities, public hospitals (other than those run by charitable or religious organisations) and departmental hospitals and institutions.

### Adoption of new benchmarks

As results from each successive population census become available it is customary to derive from them new benchmarks for the monthly employment series, and to revise the published estimates for all periods subsequent to the date of the previous census. Benchmarks for June 1971 were established by analysing data from the 1971 population census and other sources (see above). It should be noted that figures in this section are subject to further revision as the results of later censuses and surveys become available.

### Current data

Current data supplied by reporting enterprises or establishments generally refer to persons on the payroll for the last pay-period in each month. Persons who are on paid leave or who work during part of the pay-period and are unemployed or involved in an industrial dispute during the rest of the period are generally counted as employed. Those not shown on employers' payrolls because they are on leave without pay, involved in an

industrial dispute or stood down for the entire period are excluded.

In all States and Territories except Queensland, payroll tax returns are currently lodged by all employers paying more than \$923 a week in wages. For Queensland the figure is \$1,200. Certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts. The exemption level in the States was revised from \$400 to \$800 a week from January 1976, while the level in the Territories remained at \$400 a week until January 1977, when the current levels were adopted.

### Industry

The industry classification used in this section is the *Australian Standard Industrial Classification (ASIC)*, described in the Bureau publication *Australian Standard Industrial Classification* (Preliminary Edition), 1969, Volume 1. This classification is not directly comparable with those adopted for population censuses before 1971 and used in estimates of civilian employees for periods before June 1971.

It is expected that in due course a revised series will be published for the period June 1966 to May 1971, classified according to ASIC. However, it may not be possible to provide as much industry detail as for June 1971 and subsequent periods. ASIC estimates cannot be derived for periods prior to June 1966.

**CIVILIAN EMPLOYEES AND DEFENCE FORCES**  
(Excluding agriculture and private domestic service)  
(000)

Month	Civilian employees (a)			Defence forces (c)	Total
	Private	Government (b)	Total		
MALES					
1972 - June	2,102.6	838.0	2,940.6	78.3	3,018.9
1973 - June	†2,127.2	858.0	†2,985.2	71.0	†3,056.2
1974 - June	<u>2,200.5</u>	<u>867.7</u>	3,068.2	64.7	3,132.9
1975 - June	†2,087.2	<u>956.3</u>	†3,043.5	65.8	†3,109.3
1976 - June	2,068.8	936.4	3,005.2	65.3	3,070.5
Dec.	2,050.6	933.7	2,984.3	64.9	3,049.2
FEMALES					
1972 - June	1,238.3	289.0	1,527.3	2.8	1,530.1
1973 - June	1,311.9	305.8	1,617.7	3.1	1,620.8
1974 - June	<u>1,402.2</u>	<u>336.1</u>	1,738.3	2.9	1,741.2
1975 - June	1,228.5	<u>480.6</u>	1,709.2	3.4	1,712.6
1976 - June	1,238.1	494.8	1,732.9	3.6	1,736.5
Dec.	1,246.6	491.2	1,737.8	3.6	1,741.4
PERSONS					
1972 - June	3,340.9	1,127.0	4,467.9	81.1	4,549.0
1973 - June	†3,439.0	1,163.8	†4,602.9	74.1	†4,677.0
1974 - June	<u>3,602.7</u>	<u>1,203.8</u>	4,806.5	67.6	4,874.1
1975 - June	†3,315.7	<u>1,436.9</u>	†4,752.7	69.2	†4,821.9
1976 - June	3,306.9	1,431.2	4,738.2	68.9	4,807.1
Dec.	3,297.2	1,424.9	4,722.1	68.5	4,790.6

(a) Estimates of private and government employment have been calculated on a revised basis for June 1975 and subsequent months. See explanation, page 52. Estimates for earlier periods on the revised basis will be available in due course. (b) Includes semi-government bodies. (c) Permanent defence forces in Australia and overseas (including national servicemen).

**CIVILIAN EMPLOYEES : STATES AND TERRITORIES**  
(Excluding agriculture and private domestic service)  
(000)

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Australia
<b>MALES</b>									
1972 - June	1,094.4	811.3	388.5	263.4	230.2	87.2	24.7	40.8	2,940.6
1973 - June	†1,104.5	†819.9	398.9	270.5	233.8	87.9	25.1	44.8	†2,985.2
1974 - June	1,123.7	842.9	415.2	278.4	243.0	89.6	26.8	48.5	3,068.2
1975 - June	1,102.3	†832.9	414.4	278.3	247.9	90.7	(b)24.5	52.4	†3,043.5
1976 - June	1,076.5	827.7	409.7	278.5	248.4	88.2	24.9	51.4	3,005.2
Dec.	1,064.0	825.7	402.6	278.7	250.4	89.2	23.8	49.9	2,984.3
<b>FEMALES</b>									
1972 - June	574.2	445.6	181.3	136.8	115.4	39.6	10.7	23.8	1,527.3
1973 - June	604.0	470.5	194.2	145.9	123.1	41.3	11.5	27.3	1,617.7
1974 - June	643.9	502.2	210.0	161.0	132.3	44.1	13.3	31.5	1,738.3
1975 - June	625.2	487.3	210.3	159.5	133.1	46.6	(b)11.7	35.4	1,709.2
1976 - June	623.3	495.1	216.1	166.5	136.7	46.8	12.6	35.8	1,732.9
Dec.	622.4	498.8	216.1	166.5	138.2	48.3	12.5	34.9	1,737.8
<b>PERSONS</b>									
1972 - June	1,668.6	1,256.9	569.8	400.2	345.5	126.8	35.4	64.6	4,467.9
1973 - June	†1,708.5	†1,290.3	593.1	416.3	356.8	129.2	36.6	72.0	†4,602.9
1974 - June	1,767.7	1,345.2	625.3	439.4	375.3	133.7	40.1	80.0	4,806.5
1975 - June	1,727.5	†1,320.3	624.6	437.8	381.0	137.3	(b)36.2	87.9	†4,752.7
1976 - June	1,699.8	1,322.8	625.8	445.0	385.2	135.0	37.5	87.1	4,738.2
Dec.	1,686.4	1,324.5	618.7	445.2	388.6	137.5	36.2	84.9	4,722.1

(a) Includes persons employed in the Australian Capital Territory who reside in adjoining areas. (b) Includes employees on leave following cyclone Tracy. Excludes employees relocated temporarily or permanently in employment outside the Northern Territory, who have been included in the estimates for the appropriate States or the Australian Capital Territory.

**CIVILIAN EMPLOYEES : PRINCIPAL INDUSTRIES**  
(Excluding agriculture and private domestic service)  
(000)

ASIC Division (a)	ASIC industry (a)	June					Dec.
		1972	1973	1974	1975	1976	1976
MALES							
A(b)	Forestry, fishing and hunting	14.1	14.2	13.9	15.0	13.7	13.4
B	Mining	69.7	69.7	71.3	74.9	72.9	72.6
C	Manufacturing	939.9	†940.1	960.5	895.8	888.7	876.2
D	Electricity, gas and water	90.4	90.3	90.5	91.9	91.5	91.3
E	Construction	383.2	381.5	385.7	†393.3	351.8	341.4
F	Wholesale and retail trade	518.9	536.6	552.8	549.1	558.3	560.3
G	Transport and storage	211.2	211.2	218.4	218.8	214.6	215.8
H	Communication	67.1	69.2	71.7	72.8	71.8	72.4
I	Finance, insurance, real estate and business services	188.1	193.2	202.8	198.3	197.3	196.4
J(c)	Public administration and defence	132.2	138.0	143.0	154.0	153.3	151.9
K	Community services	229.7	241.0	252.5	268.7	280.1	280.6
L(d)	Entertainment, recreation, restaurants, hotels and personal services	96.1	100.2	105.1	110.9	111.3	112.0
Total		2,940.6	†2,985.2	3,068.2	†3,043.5	3,005.2	2,984.3
FEMALES							
A(b)	Forestry, fishing and hunting	0.8	0.8	1.0	0.9	1.2	1.1
B	Mining	5.5	5.5	5.5	5.9	5.6	5.8
C	Manufacturing	334.7	347.3	370.9	309.0	308.2	300.4
D	Electricity, gas and water	8.8	8.8	9.1	9.2	9.1	9.1
E	Construction	16.8	17.9	19.1	18.2	18.2	18.3
F	Wholesale and retail trade	360.5	388.7	416.3	406.7	410.1	420.1
G	Transport and storage	32.5	33.9	36.9	36.7	36.2	37.0
H	Communication	26.6	27.3	29.5	29.7	29.3	29.6
I	Finance, insurance, real estate and business services	162.1	171.9	185.0	181.2	183.0	185.7
J(c)	Public administration and defence	62.5	67.9	76.0	89.5	90.2	90.8
K	Community services	374.6	397.4	428.4	458.7	480.9	477.5
L(d)	Entertainment, recreation, restaurants, hotels and personal services	142.0	150.3	160.5	163.6	161.0	162.4
Total		1,527.3	1,617.7	1,738.3	1,709.2	1,732.9	1,737.8
PERSONS							
A(b)	Forestry, fishing and hunting	14.8	15.0	14.9	15.9	14.9	14.5
B	Mining	75.2	75.1	76.8	80.8	78.5	78.3
C	Manufacturing	1,274.6	†1,287.4	1,331.4	1,204.8	1,196.9	1,176.7
D	Electricity, gas and water	99.2	99.2	99.5	101.1	100.5	100.4
E	Construction	400.0	399.4	404.7	†411.5	370.0	359.6
F	Wholesale and retail trade	879.4	925.4	969.2	955.7	968.4	980.3
G	Transport and storage	243.8	245.1	255.3	255.5	250.8	252.8
H	Communication	93.7	96.6	101.2	102.5	101.1	102.1
I	Finance, insurance, real estate and business services	350.2	365.1	387.9	379.5	380.3	382.1
J(c)	Public administration and defence	194.7	205.9	219.0	243.5	243.5	242.7
K	Community services	604.3	638.3	681.0	727.4	761.0	758.1
L(d)	Entertainment, recreation, restaurants, hotels and personal services	238.1	250.4	265.7	274.5	272.3	274.4
Total		4,467.9	†4,602.9	4,806.5	†4,752.7	4,738.2	4,722.1

(a) Australian Standard Industrial Classification. (b) Excludes Sub-divisions 01 (Agriculture) and 02 (Services to Agriculture). (c) Excludes members of the permanent defence forces. (d) Excludes Sub-division 94 (Private households employing staff).

The adoption of a new definition of the labour force at the June 1966 population census resulted in a break in comparability in this series, through the inclusion of a number of persons (mostly females) who had previously been classified as not in the labour force. Also, there is a break in the series at June 1971 due to the adoption of new benchmarks and the use of the

Australian Standard Industrial Classification. It is expected that in due course this break will be removed by revision of the series for the period June 1966 to May 1971. (See page 53.) For purposes of comparison, figures for June 1966 and June 1971 have been shown on both the old and the new basis.

**CIVILIAN EMPLOYEES**  
(Excluding agriculture and private domestic service)  
(000)

<i>June</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Average for Year ended June -</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
1947	1,627	616	2,243				
1948	1,713	638	2,351	1948	1,673	630	2,303
1949	1,782	659	2,441	1949	1,748	652	2,400
1950	1,868	686	2,554	1950	1,815	671	2,486
1951	1,936	717	2,653	1951	1,903	705	2,608
1952	1,947	673	2,620	1952	1,952	705	2,657
1953	1,932	666	2,598	1953	1,918	663	2,581
1954	2,004	701	2,705	1954	1,965	690	2,655
1955	2,067	736	2,803	1955	2,034	723	2,757
1956	2,108	764	2,872	1956	2,091	757	2,848
1957	2,128	779	2,907	1957	2,118	774	2,892
1958	2,148	794	2,942	1958	2,134	791	2,925
1959	2,186	819	3,005	1959	2,169	809	2,978
1960	2,257	870	3,127	1960	2,223	848	3,071
1961	2,264	869	3,133	1961	2,282	884	3,166
1962	2,308	906	3,214	1962	2,277	888	3,165
1963	2,376	939	3,315	1963	2,341	927	3,268
1964	2,469	992	3,461	1964	2,427	969	3,396
1965	2,553	1,051	3,604	1965	2,514	1,026	3,540
1966	<u>2,607</u>	<u>1,096</u>	<u>3,703</u>	1966	<u>2,581</u>	<u>1,078</u>	<u>3,659</u>
1966	2,612	1,191	3,804	1966	n.a.	n.a.	n.a.
1967	2,651	1,252	3,902	1967	2,633	1,227	3,860
1968	2,725	1,305	4,030	1968	2,691	1,280	3,971
1969	2,805	1,367	4,172	1969	2,767	1,337	4,104
1970	2,888	1,453	4,340	1970	2,852	1,417	4,269
1971	<u>2,961</u>	<u>1,517</u>	<u>4,478</u>	1971	<u>2,934</u>	<u>1,493</u>	<u>4,427</u>
1971(a)	2,925	1,498	4,422	1971	n.a.	n.a.	n.a.
1972	2,941	1,527	4,468	1972	2,929	1,512	4,442
1973	†2,985	1,618	†4,603	1973	†2,963	1,570	†4,533
1974	3,068	1,738	4,807	1974	3,034	1,689	4,723
1975	†3,044	1,709	†4,753	1975	†3,038	1,704	†4,743
1976	3,005	1,733	4,738	1976	3,009	1,724	4,733

(a) Estimates from June 1971 onwards based on 1971 benchmarks exclude trainee teachers, some of whom were previously classified as employees. The numbers excluded at June 1971 were approximately 7,000 males and 17,000 females.



**CIVILIAN EMPLOYEES OF GOVERNMENT BODIES (a) : STATES AND TERRITORIES, JUNE 1976**  
(Excluding agriculture and private domestic service)  
(<sup>000</sup>)

State or Territory	Australian Government			State Government (b)			Local Government (b)			Total (b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
N.S.W.	87.9	34.7	122.6	183.1	123.7	306.8	47.4	6.6	54.0	318.4	165.1	483.4
Vic.	70.8	26.2	97.0	146.2	93.5	239.7	19.3	8.3	27.6	236.3	128.0	364.3
Qld	29.4	11.5	40.9	89.1	47.3	136.4	19.6	2.1	21.7	138.0	60.9	198.9
S.A.	24.5	7.5	32.0	61.2	44.0	105.2	5.8	1.0	6.8	91.5	52.5	144.1
W.A.	16.6	6.6	23.2	59.1	36.6	95.7	6.7	1.3	8.0	82.4	44.6	127.0
Tas.	5.9	2.1	8.0	20.7	14.3	35.0	2.5	0.4	2.9	29.1	16.8	46.0
N.T.	8.9	5.5	14.4	..	..	..	0.2	..	0.2	9.1	5.5	14.6
A.C.T. (c)	31.5	21.3	52.9	..	..	..	..	..	..	31.5	21.3	52.9
<b>Australia</b>	<b>275.5</b>	<b>115.5</b>	<b>391.0</b>	<b>559.4</b>	<b>359.5</b>	<b>918.9</b>	<b>101.5</b>	<b>19.8</b>	<b>121.3</b>	<b>936.4</b>	<b>494.8</b>	<b>1,431.2</b>

(a) Includes semi-government bodies. Estimates for Australian, State and total government are not comparable with those published in the previous issue of this bulletin. See explanation on page 52. (b) Excludes State and local government employees (5.6 thousand persons in June 1976) engaged in agriculture or in private homes as employees of government emergency housekeeper services. (c) Includes persons employed in the Australian Capital Territory who reside in adjoining areas.

**CIVILIAN EMPLOYEES OF GOVERNMENT BODIES (a)**  
(Excluding agriculture and private domestic service)  
(<sup>000</sup>)

June	Australian Government			State Government (b)			Local Government (b)			Total (b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1972	253.2	92.0	345.2	482.4	181.1	663.5	102.4	15.9	118.3	838.0	289.0	1,127.0
1973	261.8	97.6	359.4	490.5	191.2	681.8	105.7	17.1	122.8	858.0	305.8	1,163.8
1974	269.8	107.9	377.7	499.1	210.3	709.4	98.8	17.9	116.7	867.7	336.1	1,203.8
1975	280.5	118.6	399.0	554.7	342.2	896.9	121.1	19.9	141.0	956.3	480.6	1,436.9
1976	275.5	115.5	391.0	559.4	359.5	918.9	101.5	19.8	121.3	936.4	494.8	1,431.2

(a) Includes semi-government bodies. Estimates for Australian, State and total government for June 1975 are not comparable with those for earlier periods. See explanation on page 52. (b) See note (b) to previous table.

**PERSONS REGISTERED WITH THE CES AS UNEMPLOYED**

The following table shows the number of persons registered with the Commonwealth Employment Service (CES) at the Friday nearest the end of the month, who claimed when registering that they were not employed, and who were seeking full-time employment, i.e. 35 hours or more per week. They include persons referred to employers but whose employment was still unconfirmed, and persons who had recently obtained employment without notifying the CES. All recipients of unemployment benefit are included. A change of definition in 1973 resulted in a different treatment of school-leavers. Before July 1973, school-leavers comprised all persons under the age of 21 who, at the time of registering with the CES:

- (a) had ceased full-time primary or secondary education within the previous 3 months; or
- (b) were still at school but had notified the CES

that they would leave school before the end of the school year if a full-time job were available. As from July 1973 (August for New South Wales) school-leavers comprise all persons under the age of 21 who, at the time of registering with the CES, had ceased full-time primary or secondary education within the previous 6 months.

**Seasonally Adjusted Series**

The publication of seasonally adjusted estimates of registered unemployed has been discontinued since August 1976 because of technical problems in seasonally adjusting the figures, brought about by the very large change in recent years in the proportional relationship of the seasonal variation to the level of the monthly figures. In the meantime research is being carried out with other methods which may eventually provide more satisfactory adjustment.

**REGISTERED UNEMPLOYED (a)**  
(Source : Department of Employment and Industrial Relations)

Source: Department of Employment and Industrial Relations

Month (b)	N.S.W. (c)	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	Australia	
								Excluding school leavers	Total
MALES									
1972 - June	23,267	17,334	7,488	(d)8,603	9,012	2,113	n.a.	66,026	67,817
1973 - June	16,317	14,876	6,520	5,351	5,842	2,201	520	49,975	51,627
1974 - June (e)	17,412	12,817	5,304	4,310	5,075	1,968	592	46,058	47,478
1975 - June	60,919	42,913	24,285	11,739	10,032	3,648	1,000	149,031	154,536
1976 - January	92,250	53,725	38,761	18,285	16,790	7,775	1,529	198,628	229,115
February	82,624	41,869	34,299	15,007	14,096	6,426	1,899	175,676	196,220
March	75,431	38,267	31,099	12,670	12,343	5,448	2,073	163,511	177,331
April	74,433	38,816	28,426	11,629	12,098	5,063	1,877	160,976	172,342
May	72,156	40,350	26,076	10,437	12,155	5,484	1,460	159,218	168,118
June	76,671	40,526	24,900	10,692	13,045	5,840	1,314	166,087	172,988
July	81,206	39,842	25,266	11,387	13,719	6,098	1,553	172,939	179,116
August	82,179	38,602	25,083	11,658	13,916	6,182	1,634	173,600	179,254
September	82,904	37,796	24,405	11,863	13,143	6,217	1,583	172,514	177,911
October	81,766	37,576	24,170	12,091	12,684	5,994	1,645	170,853	175,926
November	83,311	39,673	26,782	12,561	12,296	5,739	1,607	173,715	181,969
December	96,171	48,913	33,724	16,098	15,812	6,464	1,625	192,808	218,807
FEMALES									
1972 - June	10,909	8,096	4,205	(d)3,725	3,064	1,385	n.a.	29,743	31,384
1973 - June	10,686	7,343	4,116	3,248	2,619	1,517	220	27,887	29,749
1974 - June (e)	11,545	8,441	4,233	2,818	2,707	1,342	263	29,361	31,349
1975 - June	33,676	27,447	13,206	7,380	6,971	2,542	217	84,594	91,439
1976 - January	43,228	32,168	16,289	10,057	8,693	4,071	318	86,370	114,824
February	39,845	29,940	15,842	8,986	8,656	3,857	393	85,604	107,519
March	36,461	28,636	15,135	8,257	8,258	3,399	533	84,266	100,679
April	34,583	26,947	14,638	7,753	7,948	3,376	416	81,612	95,661
May	33,175	26,093	13,328	6,841	7,809	3,167	374	79,539	90,787
June	34,456	25,592	13,686	6,901	8,058	3,146	424	83,199	92,263
July	34,791	25,026	13,080	6,959	7,700	3,145	469	83,226	91,170
August	34,818	23,795	12,442	7,027	7,009	3,025	516	81,606	88,632
September	34,695	22,789	12,395	6,812	6,364	2,910	429	79,942	86,394
October	33,896	23,302	12,276	6,946	6,278	2,907	459	79,899	86,064
November	35,886	24,762	13,196	7,086	6,438	2,803	378	82,031	90,549
December	42,608	29,353	15,478	8,972	8,166	3,734	416	86,568	108,727
PERSONS									
1972 - June	34,176	25,430	11,693	(d)12,328	12,076	3,498	n.a.	95,769	99,201
1973 - June	27,003	22,219	10,636	8,599	8,461	3,718	740	77,862	81,376
1974 - June (e)	28,957	21,258	9,537	7,128	7,782	3,310	855	75,419	78,827
1975 - June	94,595	70,360	37,491	19,119	17,003	6,190	1,217	233,625	245,975
1976 - January	135,478	85,893	55,050	28,342	25,483	11,846	1,847	284,998	343,939
February	122,469	71,809	50,141	23,993	22,752	10,283	2,292	261,280	303,739
March	111,892	66,903	46,234	20,927	20,601	8,847	2,606	247,777	278,010
April	109,016	65,763	43,064	19,382	20,046	8,439	2,293	242,588	268,003
May	105,331	66,443	39,404	17,278	19,964	8,651	1,834	238,757	258,905
June	111,127	66,118	38,586	17,593	21,103	8,986	1,738	249,286	265,251
July	115,997	64,868	38,346	18,346	21,419	9,243	2,067	256,165	270,286
August	116,997	62,397	37,525	18,685	20,925	9,207	2,150	255,206	267,886
September	117,599	60,585	36,800	18,675	19,507	9,127	2,012	252,456	264,305
October	115,662	60,878	36,446	19,037	18,962	8,901	2,104	250,752	261,990
November	119,197	64,435	39,978	19,647	18,734	8,542	1,985	255,746	272,518
December	138,779	78,266	49,202	25,070	23,978	10,198	2,041	279,376	327,534

(a) See text on page 57. (b) Generally at Friday nearest end of month. (c) Includes the Australian Capital Territory. (d) Includes the Northern Territory. (e) From July 1973 (August for N.S.W.) there was a change in the definition of school leavers (see page 57).

## INCOME, EARNINGS AND HOURS

### INCOME DISTRIBUTION, 1973-74

In November 1974 a survey based on the quarterly population survey (see page 13), was conducted throughout Australia in order to obtain information about the distribution of individual and family income within Australia. Results of the survey appear in *Income Distribution 1973-74*; Part 1 (Reference No. 17.6) and Part 2 (Reference No. 17.8). Part 1 relates to individuals and Part 2 to families. Some further tables, e.g. on income units, are available on request.

Questions were asked in respect of each person aged 15 years or over in the sample on the amount of income received in the year ended 30 June 1974 from each of the following sources : (1) money wages or salary (gross income); (2) own business, trade or profession (net income); (3) share in partnership (net income); (4) government social service benefits; (5) superannuation or annuity; (6) interest, dividends, rent, etc.; (7) other sources, e.g. trust or will, maintenance or alimony.

The following points should be kept in mind in interpreting the results:

- (i) For the purposes of the survey, income was defined to include (a) all income received while living in Australia, including income received from an overseas source and (b) all income received from an Australian source while living overseas.
- (ii) A person included in the survey in November 1974 who had lived outside Australia for the whole of 1973-74 was not asked the income questions. A person who had arrived in Australia towards the end of the reference year would have been recorded as receiving little or no income in Australia.
- (iii) The income received by a family or a person does not necessarily reflect the standard of living of that family or person. For example, although alimony and maintenance payments were counted as income, gifts or donations such as might be made by relatives who were not members of the household were not included, even though such gifts or donations may have been the sole means of support. No account was taken of the possible run-down of assets accumulated in the past.
- (iv) Some individuals may have received no income in 1973-74; they may, for example, have been at school or university. In such cases individual income would have been recorded as nil.
- (v) For couples who had married in the period July to November 1974, family income would have been recorded, where applicable, as the sum of the two individual incomes.

- (vi) Family income does not include amounts received by persons who were members of the family during all or part of the year 1973-74 if these persons had died during or after the financial year or no longer resided with the family at the time of the survey.

#### Definitions

*Earned income* is income from wages or salary, income from own business, trade or profession and income from a share in a partnership, or the sum of any of these components. Recipients of earned income are referred to as "income earners" as distinct from the all-inclusive term "income recipients", which refers to persons who received income from any source.

*Family income* is the sum of the incomes received from all sources by all members of the family for whom particulars of income were obtained.

*Median income* is the amount which divides the distribution into two equal groups, one having incomes above the median and the other having incomes below it. Linear interpolation was used within the class interval in which the median fell.

*Mean (or average) income* is the amount obtained by dividing the total income of a group by the number of units in that group.

A *family* was generally defined to consist of two or more persons living in the same household, including the head of the family and spouse, if any, and any person or persons having any of the following relationships to the head or spouse:

- (i) son or daughter of any age, if unmarried and not accompanied by children of his or her own.
- (ii) brother or sister 15 years of age or over, if unmarried and not accompanied by children of his or her own
- (iii) grandchild, if unmarried and not accompanied by either of his or her parents, nor by children of his or her own.
- (iv) ancestor, if not married and not accompanied by children under 15 years of age of his or her own; or
- (v) any child under 15 years of age not accompanied by a parent, unless the child was related to some person in a second family in the household.

Where the spouse of the person interviewed was in the defence forces or in an institution his or her income for the year 1973-74 was included in family income and he or she was counted as a family member.

The following points should be noted in relation to the definition of a family in the previous paragraph: (i) the term 'relationship' includes relationships by blood, marriage or adoption; (ii) the marriage relationship includes legal and de facto relationships; and (iii) widowed and divorced persons are considered to be not married. A family, as defined, can contain no more than two married persons, and can contain two married persons only if these persons are husband and wife.

*Full-year, full-time workers* are those who had worked in Australia for at least 50 weeks during the year 1973-74 and had been engaged mostly in full-time work, defined as work occupying 35 hours or more per week. A person who had worked for 26 weeks full-time and for 24 weeks part-time would have been classified as a full-time worker; however, it should be noted that most persons who work for a full year engage in either full-time or part-time work, but not in both.

*Post-school qualifications* comprise degrees and post-graduate diplomas from Universities and Colleges of Advanced Education (shown as degree level), tertiary qualifications other than degrees and post-graduate diplomas (shown as non-degree tertiary level), technician level, trade level and other qualifications. Apart from degrees and post-graduate diplomas, the levels were determined as follows:

*Non-degree tertiary* is a level relating to qualifications obtained following substantial advanced study beyond matriculation, conferred by institutions and professional associations, e.g. Associate of Australian Society of Accountants, Diploma in Business Studies, Teaching Certificate, Diploma of Engineering.

*Technician* is a level which requires theoretical knowledge, as well as practical skills, e.g.

wool-classing or nursing. Certificates issued by technical colleges following periods of 4 or 5 years part-time study after passing intermediate or final secondary school examinations are classified as 'technician'.

*Trade* is formal recognition of competence in a skilled manual occupation which is usually obtained through an apprenticeship and satisfactory progress in part-time studies concurrently with practical training (e.g. plumber, fitter, compositor, carpenter, hairdresser).

*Other* refers to those qualifications which could not be classified to any of the above levels. Most of these relate to short specialised courses in such fields as typewriting and shorthand, farm book-keeping, dressmaking and automotive maintenance.

The rise in incomes since the year 1973-74 has been considerable. However, the findings of the survey with regard to dispersion and relativity between different sources, different age groups and groups with different qualifications are still valuable. As a measure of the rise, average weekly earnings per employed male unit (a series which refers only to employees and which is published quarterly in a mimeographed statement, (Reference No. 6.18) may be used as a rough guide. Average weekly earnings were \$118.30 in 1973-74 and \$191.90 (seasonally adjusted) in March quarter 1977 – an increase of 62.2 per cent.

The following table of standard errors applies to the estimates from this survey. Estimates less than 4,000 are not shown in the tables. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable. Standard errors of the estimates for families are not available, but they will generally be slightly lower than those for individuals for estimates of the same size.

APPROXIMATE STANDARD ERRORS OF ESTIMATES

Size of estimate (Persons)	Approximate standard error of estimates		Size of estimate (Persons)	Approximate standard error of estimates	
	Persons	Per cent of estimate		Persons	Per cent of estimate
4,000	1,100	27.3	100,000	6,100	6.1
8,000	1,600	20.0	200,000	8,800	4.4
10,000	1,800	17.8	500,000	14,500	2.9
20,000	2,600	13.0	1,000,000	21,000	2.1
50,000	4,250	8.5	2,000,000	28,000	1.4

## ALL FAMILIES : FAMILY INCOME AND FAMILY SIZE, 1973-74 (a)

Total family income (b)(\$)	Number in family					Total
	2	3	4	5	6 and over	
- '000 families -						
Under 1,000	24.9	11.7	12.9	5.6	4.5	57.5
1,000 and under 1,200	6.5	*	6.1	5.3		9.7
1,200 " " 1,600	24.3	4.2			28.3	33.5
1,600 " " 2,000	18.0	4.9				
2,000 " " 2,500	(c)143.6	12.8	6.5	4.6	167.2	
2,500 " " 3,000	53.6	9.9	7.2		*	76.9
3,000 " " 3,500	43.2	13.5	7.7	5.7	*	73.6
3,500 " " 4,000	43.1	23.4	12.7	5.9	5.2	90.3
4,000 " " 4,500	44.9	26.6	14.9	12.8	4.0	103.2
4,500 " " 5,000	50.0	25.0	31.7	14.8	9.4	130.9
5,000 " " 5,500	66.1	37.1	43.3	17.9	11.8	176.1
5,500 " " 6,000	47.1	34.9	33.9	20.8	15.5	152.2
6,000 " " 6,500	63.9	41.9	53.7	29.2	15.4	204.1
6,500 " " 7,000	44.6	42.3	39.9	23.8	17.6	168.1
7,000 " " 7,500	50.1	35.9	45.4	25.7	13.0	170.2
7,500 " " 8,000	47.8	40.0	45.0	25.0	12.5	170.2
8,000 " " 8,500	47.9	30.9	46.2	23.7	13.2	161.9
8,500 " " 9,000	40.8	29.0	37.4	18.2	14.1	139.5
9,000 " " 9,500	44.4	31.3	31.2	20.6	13.8	141.3
9,500 " " 10,000	39.1	31.3	32.5	21.5	13.2	137.6
10,000 " " 11,000	64.7	55.3	58.6	42.4	27.9	248.8
11,000 " " 12,000	52.2	43.3	41.5	26.3	20.1	183.3
12,000 " " 13,000	42.0	40.4	39.9	20.8	17.3	160.4
13,000 " " 15,000	48.1	44.7	52.1	32.7	29.4	207.1
15,000 " " 17,000	24.8	33.4	32.0	23.4	16.3	129.8
17,000 " " 19,000	9.7	14.3	24.4	10.0	10.7	69.1
19,000 " " 21,000	7.9	7.7	16.1	10.2	10.1	51.9
21,000 " " 23,000	5.6	4.9	5.4	5.6	6.2	27.7
23,000 " " 25,000	6.2	*	*	*	*	14.9
25,000 " " 30,000		4.2	6.4	5.3	5.8	25.4
30,000 and over	9.1	6.7	9.2	4.8	4.5	34.3
Total	1,214.2	747.4	796.4	464.2	322.9	3,545.0
-- dollars --						
Median income	6,320	8,120	8,400	8,830	9,630	7,880
Mean income	7,130	9,030	9,580	9,870	10,850	8,780

(a) For definitions see pages 59-60. (b) From all sources. (c) These estimates include married couple families whose principal source of income was the maximum age pension.

\* Less than 4,000. See page 60.

## ALL FAMILIES : FAMILY INCOME AND NUMBER OF INCOME EARNERS, 1973-74 (a)

Total family income (b)(\$)-	Income earners in family				Total	
	None	1	2	3 and over		
- '000 families -						
Under 1,000	35.0	17.2	5.3	}	57.5	
1,000 and under 1,200	*	5.2	} 4.4 {		}	
1,200 " " 1,400	9.3	5.1				
1,400 " " 1,600	8.8	6.5				
1,600 " " 1,800	5.1	4.9				*
1,800 " " 2,000	8.3	6.1	*	} 4.8 {	16.9	
2,000 " " 2,500	(c) 134.0	23.8	9.3		167.2	
2,500 " " 3,000	33.3	31.2	12.0		76.9	
3,000 " " 3,500	25.7	38.4	8.8		73.6	
3,500 " " 4,000	21.7	51.1	16.0		90.3	
4,000 " " 4,500	10.1	68.2	23.3	} 4.7 {	103.2	
4,500 " " 5,000	6.4	91.0	32.3		130.9	
5,000 " " 5,500	10.8	121.2	40.7		176.1	
5,500 " " 6,000	4.6	95.9	49.4		*	152.2
6,000 " " 6,500	4.1	121.2	72.7		6.0	204.1
6,500 " " 7,000	} 4.8 {	88.8	71.8	5.3	168.1	
7,000 " " 7,500		82.3	74.9	10.2	170.2	
7,500 " " 8,000		68.2	90.2	10.6	170.2	
8,000 " " 8,500		61.7	87.9	11.4	161.9	
8,500 " " 9,000	} 4.0 {	38.6	83.9	15.3	139.5	
9,000 " " 9,500		40.7	84.5	14.2	141.3	
9,500 " " 10,000		31.8	89.8	15.7	137.6	
10,000 " " 11,000		} 4.7 {	60.2	154.0	33.4	248.8
11,000 " " 12,000	29.0		115.2	38.7	183.3	
12,000 " " 13,000	25.7		95.7	38.9	160.4	
13,000 " " 15,000	29.0		102.5	74.7	207.1	
15,000 " " 17,000	*	17.5	54.1	58.2	129.8	
17,000 " " 19,000	*	7.5	31.4	30.2	69.1	
19,000 " " 21,000	*	7.6	19.2	24.7	51.9	
21,000 " " 23,000	*	4.2	12.1	11.4	27.7	
23,000 " " 25,000	*	} 5.1 {	7.8	*	14.9	
25,000 " " 30,000	*		10.0	13.5	25.4	
30,000 " " 35,000	*		8.7	4.2	16.3	
35,000 and over	*		} 6.6 {	9.5	5.0	18.0
Total	335.6	1,291.4		1,481.3	436.7	3,545.0
- dollars -						
Median income	2,360	6,330	9,320	13,190	7,880	
Mean income	2,790	7,050	10,100	14,050	8,780	

(a) For definitions see pages 59-60. (b) From all sources. (c) These estimates include married couple families whose principal source of income was the maximum age pension.

\* Less than 4,000. See page 60.

## ALL INCOME RECIPIENTS (a) : TOTAL INCOME, 1973-74 (b)

Total income (c)(\$)		Number ('000)			Total income (c)(\$)		Cumulative per cent of all income recipients		
		Males	Females	Persons			Males	Females	Persons
1 and under	200	76.4	887.6	964.0	Under	200	1.7	20.8	11.0
200 "	400	35.9	225.6	261.5	"	400	2.5	26.1	14.0
400 "	600	30.5	152.3	182.8	"	600	3.2	29.7	16.1
600 "	800	31.4	103.0	134.4	"	800	3.9	32.1	17.7
800 "	1,000	43.8	105.6	149.5	"	1,000	4.9	34.6	19.4
1,000 "	1,200	173.1	291.7	464.9	"	1,200	8.8	41.4	24.7
1,200 "	1,400	155.2	427.9	583.1	"	1,400	12.2	51.4	31.4
1,400 "	1,600	74.0	155.0	229.0	"	1,600	13.9	55.1	34.0
1,600 "	1,800	51.7	112.5	164.2	"	1,800	15.0	57.7	35.9
1,800 "	2,000	51.0	99.7	150.7	"	2,000	16.2	60.0	37.6
2,000 "	2,500	149.0	243.1	392.1	"	2,500	19.5	65.7	42.1
2,500 "	3,000	136.8	208.8	345.6	"	3,000	22.6	70.6	46.1
3,000 "	3,500	166.6	229.9	396.4	"	3,500	26.3	76.0	50.6
3,500 "	4,000	181.8	233.6	415.4	"	4,000	30.4	81.5	55.4
4,000 "	4,500	282.8	197.6	480.4	"	4,500	36.7	86.1	60.9
4,500 "	5,000	298.5	139.9	438.3	"	5,000	43.4	89.4	65.9
5,000 "	5,500	392.8	147.7	540.5	"	5,500	52.2	92.9	72.1
5,500 "	6,000	289.6	64.6	354.2	"	6,000	58.7	94.4	76.1
6,000 "	6,500	349.0	61.8	410.8	"	6,500	66.5	95.6	80.8
6,500 "	7,000	242.9	32.2	275.1	"	7,000	71.9	96.6	84.0
7,000 "	7,500	222.1	29.9	252.0	"	7,500	76.9	97.3	86.9
7,500 "	8,000	170.6	19.3	189.9	"	8,000	80.7	97.7	89.0
8,000 "	8,500	158.9	19.6	178.5	"	8,500	84.3	98.2	91.1
8,500 "	9,000	110.8	13.6	124.3	"	9,000	86.8	98.5	92.5
9,000 "	9,500	90.1	10.1	100.2	"	9,500	88.8	98.7	93.6
9,500 "	10,000	63.4	7.2	70.6	"	10,000	90.2	98.9	94.5
10,000 "	11,000	141.3	15.4	156.6	"	11,000	93.4	99.3	96.2
11,000 "	12,000	57.5	4.5	62.0	"	12,000	94.6	99.4	97.0
12,000 "	13,000	59.5	5.8	65.4	"	13,000	96.0	99.5	97.7
13,000 "	15,000	55.8	8.7	64.5	"	15,000	97.2	99.7	98.4
15,000 "	17,000	48.0	5.1	53.1	"	17,000	98.3	99.9	99.1
17,000 "	19,000	19.8	5.5	22.2	"	19,000	98.7	99.9	99.3
19,000 "	21,000	18.2		19.3	"	21,000	99.1	99.9	99.5
21,000 "	23,000	8.4		8.4	"	23,000	99.3	99.9	99.6
23,000 "	25,000	7.7		7.8	"	25,000	99.5	99.9	99.7
25,000 "	30,000	9.0	*	10.8	"	30,000	99.7	100.0	99.8
30,000 "	35,000	5.1		5.4	"	35,000	99.8	100.0	99.9
35,000 and over		7.9	*	8.3					
Total		4,466.8	4,265.6	8,732.5	Total		100.0	100.0	100.0
- dollars -									
Median income		5,380	1,370	3,430			..	..	..
Mean income		5,710	2,160	3,980			..	..	..

(a) Non-institutional population aged 15 years and over. (b) For definitions see pages 59-60. (c) From all sources.

\* Less than 4,000. See page 60.

## FULL-YEAR, FULL-TIME WORKERS : TOTAL INCOME, 1973-74 (a)

Total income (b)(\$)	Number ('000)			Total income (b)(\$)	Cumulative per cent of full-year, full-time workers		
	Males	Females	Persons		Males	Females	Persons
Under 1,200 (c)	38.6	24.2	62.8	Under 1,200 (c)	1.2	2.2	1.4
1,200 and under 1,400	10.9	9.7	20.6	" 1,400	1.5	3.1	1.9
1,400 " " 1,600	11.4	10.6	21.9	" 1,600	1.8	4.0	2.4
1,600 " " 1,800	9.4	10.0	19.4	" 1,800	2.1	5.0	2.8
1,800 " " 2,000	13.0	15.1	28.2	" 2,000	2.5	6.3	3.5
2,000 " " 2,500	60.4	64.4	124.8	" 2,500	4.4	12.2	6.3
2,500 " " 3,000	78.8	83.7	162.5	" 3,000	6.8	19.8	10.0
3,000 " " 3,500	104.8	129.4	234.2	" 3,500	9.9	31.6	15.3
3,500 " " 4,000	130.7	160.8	291.4	" 4,000	13.9	46.2	22.0
4,000 " " 4,500	224.4	150.1	374.5	" 4,500	20.7	59.8	30.5
4,500 " " 5,000	254.9	111.8	366.7	" 5,000	28.5	70.0	38.9
5,000 " " 5,500	354.2	112.4	466.7	" 5,500	39.2	80.2	49.5
5,500 " " 6,000	264.2	50.1	314.3	" 6,000	47.3	84.8	56.6
6,000 " " 6,500	321.5	43.7	365.2	" 6,500	57.0	88.7	65.0
6,500 " " 7,000	226.8	24.3	251.1	" 7,000	63.9	91.0	70.7
7,000 " " 7,500	213.2	22.7	235.9	" 7,500	70.4	93.0	76.1
7,500 " " 8,000	160.2	15.6	175.8	" 8,000	75.3	94.4	80.1
8,000 " " 8,500	150.7	16.5	167.2	" 8,500	79.8	95.9	83.9
8,500 " " 9,000	103.0	10.6	113.7	" 9,000	83.0	96.9	86.4
9,000 " " 9,500	85.2	6.7	91.9	" 9,500	85.5	97.5	88.5
9,500 " " 10,000	60.7	*	64.0	" 10,000	87.4	97.8	90.0
10,000 " " 11,000	133.1	10.4	143.5	" 11,000	91.4	98.8	93.3
11,000 " " 12,000	55.0	} 6.2 {	58.4	" 12,000	93.1	99.1	94.6
12,000 " " 13,000	57.4		60.2	" 13,000	94.9	99.3	96.0
13,000 " " 15,000	52.9	} 5.7 {	55.9	" 15,000	96.5	99.6	97.2
15,000 " " 17,000	45.5		48.2	" 17,000	97.8	99.8	98.3
17,000 " " 19,000	19.5	*	20.5	" 19,000	98.4	99.9	98.8
19,000 " " 21,000	17.1	*	17.5	" 21,000	99.0	100.0	99.2
21,000 " " 23,000	7.9	*	7.9	" 23,000	99.2	100.0	99.4
23,000 " " 25,000	7.1	*	7.1	" 25,000	99.4	100.0	99.5
25,000 " " 30,000	8.1	*	8.5	" 30,000	99.7	100.0	99.7
30,000 " " 35,000	4.8	*	4.8	" 35,000	99.8	100.0	99.8
35,000 and over	6.6	*	6.7				
Total	3,292.4	1,099.8	4,392.1	Total	100.0	100.0	100.0
- dollars -							
Median income	6,140	4,140	5,540		..	..	..
Mean income	6,780	4,400	6,190		..	..	..

(a) For definitions see pages 59-60. (b) From all sources. (c) Includes persons whose earned income for 1973-74 was nil or who made a loss.

\* Less than 4,000. See page 60.



**FULL-YEAR, FULL-TIME WORKERS : EDUCATIONAL ATTAINMENT,  
AGE AND MEAN INCOME (a), 1973-74 (b)  
(\$)**

Educational attainment	Age group (years)					Total
	15-24	25-34	35-44	45-54	55 and over	
MALES						
With post-school qualifications –						
Degree	6,780	10,890	13,240	14,640	14,040	12,120
Non-degree tertiary	5,920	8,650	10,330	9,890	9,930	9,510
Technician level	5,970	7,700	8,970	9,510	8,340	8,320
Trade level	5,770	6,810	6,920	6,830	6,140	6,620
Other (c)	5,790	7,810	7,400	9,430	7,280	7,940
Without post-school qualifications –						
Matriculation, n.e.i.	5,030	7,730	8,530	9,540	7,760	7,380
Left school at –						
17 or over	4,590	6,700	8,200	7,180	7,820	6,230
16	4,190	6,560	7,140	7,980	7,040	6,030
14 or 15	4,240	6,130	6,340	6,610	6,070	5,970
13 or under	4,860	5,610	5,770	5,950	5,820	5,790
FEMALES						
With post-school qualifications –						
Degree	6,070	8,330	8,430	9,230	*	8,090
Non-degree tertiary	5,250	6,800	6,900	6,700	5,570	6,370
Technician level	4,020	6,130	6,140	6,210	5,000	5,340
Trade level	3,600	4,670	4,830	*	*	4,290
Other (c)	3,600	4,840	4,880	5,350	4,720	4,420
Without post-school qualifications –						
Matriculation, n.e.i.	4,180	5,170	5,180	4,470	*	4,540
Left school at –						
17 or over	3,700	4,890	4,650	4,550	4,600	4,170
16	3,470	4,380	4,410	4,650	4,700	3,990
14 or 15	3,200	4,250	4,120	4,130	4,320	3,910
13 or under	*	3,930	3,860	3,970	3,720	3,890
PERSONS						
With post-school qualifications –						
Degree	6,470	10,450	12,710	13,750	13,200	11,370
Non-degree tertiary	5,470	7,970	9,620	9,140	8,970	8,540
Technician level	4,760	7,300	8,350	8,660	7,280	7,390
Trade level	5,580	6,760	6,850	6,750	6,140	6,540
Other (c)	3,990	6,430	6,350	8,020	6,640	6,190
Without post-school qualifications –						
Matriculation, n.e.i.	4,720	7,430	7,980	8,260	7,360	6,730
Left school at –						
17 or over	4,280	6,420	7,140	6,550	6,870	5,660
16	3,990	5,920	6,220	7,140	6,510	5,350
14 or 15	3,820	5,670	5,760	5,890	5,790	5,410
13 or under	4,500	5,070	5,310	5,490	5,610	5,370

(a) Total income from all sources. Includes persons whose earned income for 1973-74 was nil or who made a loss. (See explanatory notes, page . (b) For definitions see pages 59-60. (c) Some qualifications could not be classified to any of the levels shown. Most of these relate to short specialised courses in such fields as typewriting and shorthand, farm book-keeping; dressmaking and automotive maintenance.

\* Based on a figure less than 4,000. See page 60.

## WEEKLY EARNINGS OF EMPLOYEES (DISTRIBUTION)

In August 1976 a sample survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain information about the weekly earnings of wage and salary earners ("employees").

A similar survey was conducted in August 1975. That survey obtained details of weekly earnings from all jobs whereas the 1976 survey obtained earnings in the main and other jobs separately. In this publication the table on pages 67 and 68 contains details of earnings aggregated for all jobs, while the other tables show earnings in the main job. Only the contents of the first table are therefore directly comparable with information published from the 1975 survey. Hours of work collected in 1976 were *hours paid for* in the main job whereas in 1975 *hours actually worked* at all jobs were collected.

The estimates relate to all persons aged 15 years and over who were employed as wage or salary earners in their main job, except members of the permanent defence forces, persons on workers' compensation, certain diplomatic personnel customarily excluded from census and estimated populations, and persons who were patients in hospitals and sanatoria, or inmates of gaols, reformatories, etc., and for whom, for the purposes of the survey, the institution was regarded as their dwelling.

### Interpretation of results

Since the estimates are based on a sample, they are subject to sampling variability. The standard errors given on page 16 are applicable to this survey. In addition, the estimates are subject to errors of response and reporting. In many cases the answer to the question on earnings was based on the knowledge of one person (generally the housewife). It is considered that there may be some understatement in the estimates because of imperfect recall of minor or irregular sources of earnings. Other errors may be due to genuine misunderstanding.

Other points which should be kept in mind in interpreting the results of this survey are as follows:

- (i) In making comparisons of earnings between groups of employees it must be remembered that there will be differences arising from the different age and occupation structures of these groups. This is particularly important, for example, when interpreting results in the tables on pages 70-71.
- (ii) Because employers and self-employed persons were excluded from the survey the results should not be taken as representative of the earnings of all employed persons. In particular, earnings of employees in some occupation groups shown on page 71 may not reflect the earnings of all persons in those occupations.

### Definitions

*Weekly earnings* refers to gross weekly wages and salaries (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent.

*Median weekly earnings* is the amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. *Mean weekly earnings* is the amount obtained by dividing the total earnings of a group by the number of units in that group.

The *main job* is the job at which most hours were worked during the survey week. The *second job* includes all remaining jobs.

*Hours paid for* refers to the number of hours for which an employee was paid and not necessarily to the number of hours actually worked (e.g., an employee on paid leave for the week was asked to report the number of hours for which he was paid).

*Full-time employees* are those who usually worked 35 hours a week or more and others who, although usually part-time employees, worked 35 hours or more during the survey week. *Part-time employees* are those who usually worked less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour were disregarded.

For the purposes of the survey persons were classified as having a second job if, during the survey week, they:

- (a) worked in a second job or held a second job from which they were temporarily absent; and
- (b) were employed as a wage or salary earner in both of their jobs. Service in the reserve defence forces was not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job men, baby-sitters, etc., were not counted as multiple jobholders unless they also held another job of a different kind; nor were those who worked for more than one employer solely by reason of changing jobs during the survey week.

Further details were published in the mimeographed bulletin *Weekly Earnings of Employees (Distribution)*, August 1976 (Reference No. 6.51).

**ALL EMPLOYEES : WEEKLY EARNINGS FROM ALL JOBS, AGE AND  
FULL-TIME OR PART-TIME STATUS, AUGUST 1976 (a)**

	Males			Females			Persons		
	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total
FULL-TIME EMPLOYEES									
- '000 -									
Weekly earnings (\$) -									
Under 60	34.4	17.9	52.3	23.2	18.5	41.6	57.6	36.4	94.0
60 and under 80	70.6	22.5	93.1	68.2	19.5	87.8	138.8	42.0	180.9
80 " " 100	59.6	41.1	100.7	63.4	52.9	116.3	123.0	94.0	217.0
100 " " 110	30.4	85.1	115.5	30.1	96.8	126.9	60.6	181.9	242.5
110 " " 120	19.5	110.6	130.1	15.9	125.0	140.9	35.4	235.6	271.0
120 " " 130	20.5	209.4	229.9	7.3	140.4	147.7	27.8	349.8	377.6
130 " " 140	11.7	248.8	260.5	6.4 {	118.0	121.9	15.6	366.8	382.4
140 " " 150	6.6	248.5	255.0		100.3	102.8	9.1	348.7	357.8
150 " " 160	4.8	259.0	263.7	*	85.5	86.4	5.7	344.5	350.2
160 " " 170	6.1 {	228.7	231.9	*	54.5	55.1	7.1 {	283.3	287.0
170 " " 180		184.1	187.1	*	40.1	40.5		224.2	227.6
180 " " 190	*	156.0	157.2	*	29.8	30.3	4.3 {	185.8	187.5
190 " " 200	*	126.3	127.3	*	21.9	22.1		148.2	149.4
200 " " 220	*	204.0	204.1	*	32.3	32.7	4.3 {	236.3	236.9
220 " " 240	*	131.5	132.1	*	20.3	20.5		151.8	152.6
240 " " 260	*	110.2	110.3	*	9.1	9.2	*	119.3	119.5
260 " " 280	*	71.9	71.9	*	7.6	7.8	*	79.6	79.8
280 " " 300	*	59.7	60.1	*	4.5	4.5	*	64.2	64.6
300 " " 350	*	81.9	82.0	*	5.7	5.7	*	87.6	87.7
350 " " 400	*	41.3	41.3	*	6.6 {	*	*	43.5	43.5
400 " " 450	*	24.3	24.5	*		4.5 {	*	26.0	26.4
450 and over	*	32.6	32.6	*	6.6 {		*	35.2	35.2
Total	268.2	2,695.3	2,963.4	218.1	989.3	1,207.4	486.2	3,684.6	4,170.8
- dollars -									
Median earnings	90	165	159	86	134	126	88	155	149
Mean earnings	94	183	175	87	142	132	91	172	162
PART-TIME EMPLOYEES									
- '000 -									
Weekly earnings (\$) -									
Under 20	23.3	9.6	32.9	28.0	44.8	72.8	51.3	54.4	105.8
20 and under 40	8.3	12.6	21.0	11.4	69.0	80.3	19.7	81.6	101.3
40 " " 60	4.9 {	14.4	18.1	4.7	85.9	90.6	8.5	100.2	108.7
60 " " 80		7.5	8.7	5.1 {	103.2	106.8	4.8	110.7	115.5
80 " " 100	*	7.1	8.3		79.4	80.8	4.1 {	86.5	89.2
100 " " 110	*	4.9 {	5.8 {	*	34.9	35.3		38.2	39.1
110 " " 120	*			*	20.9	21.1	4.1 {	22.5	23.0
120 " " 130	*	*	4.0 {	*	16.3	16.7		17.9	18.5
130 " " 140	*	5.6 {		5.1 {	*	10.8	10.8	*	12.8
140 " " 150	*		*		6.0	6.3	*	7.4	7.7
150 " " 160	*		*		4.2	4.2	*	6.5	6.5
160 " " 170	*	*	*	5.4	5.4	*	6.9	6.9	
170 and over	*	20.8	21.0	*	17.9	17.9	*	38.7	39.0
Total	39.3	85.7	125.0	50.4	498.6	549.0	89.7	584.4	674.1
- dollars -									
Median earnings	17	77	49	18	70	66	17	70	64
Mean earnings	27	109	83	28	74	70	27	79	72

For footnotes see next page.

**ALL EMPLOYEES : WEEKLY EARNINGS FROM ALL JOBS, AGE AND  
FULL-TIME OR PART-TIME STATUS, AUGUST 1976 (a) -- continued**

	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>Aged 15-19 years</i>	<i>Aged 20 years and over</i>	<i>Total</i>	<i>Aged 15-19 years</i>	<i>Aged 20 years and over</i>	<i>Total</i>	<i>Aged 15-19 years</i>	<i>Aged 20 years and over</i>	<i>Total</i>
<b>TOTAL</b>									
-- '000 --									
<i>Weekly earnings (\$) --</i>									
Under 20	24.7	13.7	38.4	28.7	50.0	78.7	53.4	63.8	117.1
20 and under 40	11.9	17.9	29.8	13.7	74.4	88.1	25.6	92.3	117.9
40 " " 60	33.2	22.9	56.1	24.9	93.6	118.6	58.1	116.6	174.7
60 " " 80	71.8	30.0	101.8	71.8	122.7	194.6	143.7	152.7	296.4
80 " " 100	60.8	48.2	109.0	64.8	132.3	197.1	125.7	180.5	306.1
100 " " 110	31.0	88.4	119.4	30.5	131.7	162.2	61.5	220.1	281.6
110 " " 120	19.8	112.2	132.0	16.1	145.9	162.0	35.8	258.1	294.0
120 " " 130	20.7	211.0	231.7	7.6	156.7	164.4	28.4	367.7	396.1
130 " " 140	11.9	250.7	262.6	6.7	128.8	132.7	15.8	379.6	395.3
140 " " 150	6.6	249.8	256.4		106.3	109.1	9.4	356.1	365.5
150 " " 160	4.8	261.3	266.0	*	89.7	90.6	5.7	350.9	356.6
160 " " 170	6.1	230.2	233.4	*	59.9	60.5	7.1	290.1	293.9
170 " " 180		186.3	189.3	*	43.1	43.5		229.4	232.7
180 " " 190	4.5	158.8	160.1	*	33.8	34.2	4.5	192.6	194.3
190 " " 200		127.2	128.4	*	25.1	25.3		152.3	153.7
200 " " 220	4.1	208.0	208.1	*	35.4	35.8	4.5	243.4	243.9
220 " " 240		133.9	134.6	*	22.3	22.5		156.2	157.0
240 " " 260		112.4	112.5	*	10.2	10.4		122.6	122.8
260 " " 280		74.0	74.0	*	8.0	8.2		82.1	82.3
280 " " 300		60.5	60.9	*	4.9	4.9		65.4	65.8
300 " " 350	4.7	83.0	83.1	*	5.9	5.9	*	88.9	89.0
350 " " 400		41.6	41.6	*	*	*	*	43.9	43.9
400 " " 450		25.1	25.3	*	4.7	4.9	4.7	27.1	27.4
450 and over		33.8	33.8	*				35.6	36.6
<b>Total</b>	<b>307.4</b>	<b>2,781.0</b>	<b>3,088.4</b>	<b>268.5</b>	<b>1,488.0</b>	<b>1,756.4</b>	<b>575.9</b>	<b>4,269.0</b>	<b>4,844.9</b>
-- dollars --									
Median earnings	84	164	158	79	119	112	81	149	141
Mean earnings	85	180	171	76	120	112	81	159	150

(a) For definitions see page 66.

\* Less than 4,000. See pages 14 and 15.

## ALL EMPLOYEES : WEEKLY EARNINGS IN MAIN JOB AND HOURS PAID FOR, AUGUST 1976 (a)

	Hours paid for -									
	1 - 19	20 - 29	30 - 34	35 - 39	40	41 - 44	45 - 48	49 and over	Total	
MALES										
- '000 -										
Weekly earnings (\$) -										
Under 20	31.5	4.1		*	*	*	*	*	38.5	
20 and under 40	21.1				*	*	*		30.1	
40 " " 60	16.0	5.2	4.4	4.0	25.3	*	*	5.7	57.0	
60 " " 80	5.1	7.0		8.4	64.9	4.6	4.4	6.4	102.5	
80 " " 100		9.0		13.0	63.9	6.5	*	5.4	109.0	
100 " " 110	5.9	5.7	5.9	12.8	76.6	5.5	5.0	9.9	119.9	
110 " " 120		*	*	13.4	99.1	5.1	4.6	6.3	134.6	
120 " " 130		6.7	4.0	21.8	169.0	14.7	8.3	10.2	234.8	
130 " " 140	4.7	6.1	5.4	25.8	196.8	16.4	9.6	11.5	266.3	
140 " " 150				23.2	183.4	18.1	13.4	15.0	259.9	
150 " " 160		4.4		35.9	170.7	18.0	18.1	17.1	267.9	
160 " " 170		4.3	4.4	30.4	140.9	20.6	18.1	17.8	235.3	
170 " " 180		4.5	4.3	30.7	105.0	14.8	19.3	14.3	188.5	
180 " " 190		*		32.6	80.1	10.7	15.5	16.1	161.6	
190 " " 200	4.2			22.4	61.2	9.7	13.5	16.1	126.5	
200 " " 220		4.4	5.5	46.6	80.5	13.2	21.0	34.8	203.7	
220 " " 240		*	4.5	30.8	43.6	8.8	15.0	25.0	128.2	
240 " " 260		*		26.2	35.6	7.2	13.0	25.0	111.1	
260 " " 280	5.2	*		18.7	20.2	4.4	9.7	15.4	72.7	
280 " " 300		4.0	4.5	17.6	15.5	*	8.5	13.1	60.5	
300 and over				40.5	40.3	8.8	18.0	65.6	179.9	
Total	93.8	71.7	45.4	456.1	1,676.2	192.3	220.3	332.7	3,088.4	
- dollars										
Median earnings	35	123	152	182	148	163	183	207	157	
Mean earnings	61	137	166	195	156	174	199	226	170	
FEMALES										
- '000 -										
Weekly earnings (\$) -										
Under 20	71.3	*	*	*	*	*	*		79.1	
20 and under 40	75.9	5.8	*		*	*	*	5.8	90.3	
40 " " 60	73.1	16.3	4.4	5.3	17.1	*	*	4.6	118.7	
60 " " 80	47.9	55.5	10.2	21.2	52.8	4.3	4.6	4.6	195.4	
80 " " 100	16.7	52.4	20.0	29.2	69.8	5.5		4.8	197.8	
100 " " 110	8.0	17.4	16.4	26.0	86.3	*		4.8	162.0	
110 " " 120	4.8	8.3	11.8	32.0	96.2	4.3	4.1	4.4	161.2	
120 " " 130	4.5	8.4	11.7	37.8	93.5	6.4	5.2	4.4	166.4	
130 " " 140		4.3	7.9	41.0	70.2	4.2		4.4	133.4	
140 " " 150		4.1		39.4	54.4	6.2	*	4.4	109.4	
150 " " 160	4.6		5.4	34.1	38.5			5.8	88.9	
160 " " 170		5.8		20.4	25.6	4.2	4.1	5.8	60.0	
170 " " 180		*	5.2	17.2	14.9			4.0	42.5	
180 " " 190	*		5.8	10.9	13.1	4.1		4.0	33.2	
190 " " 200				9.1	7.9		4.8		25.2	
200 " " 220	*	4.0		12.0	13.7	4.1		4.9	35.4	
220 " " 240	*		5.8	8.1	6.8		*		22.3	
240 " " 260	*	*	*	4.2		5.1	*	*	10.1	
260 " " 280	*	*	*	4.3			*	*	8.4	
280 " " 300	*	*	*		4.8		*	*	4.9	
300 and over	*	*	*	*		*	*	5.0	12.0	
Total	309.7	185.3	109.1	355.7	674.2	48.9	27.2	46.3	1,756.4	
- dollars -										
Median earnings	42	85	111	136	121	129	135	147	112	
Mean earnings	48	90	119	140	125	136	143	161	112	

(a) For definitions see page 66.

\* Less than 4,000. See pages 14 and 15.

## FULL-TIME EMPLOYEES : WEEKLY EARNINGS IN MAIN JOB AND AGE, AUGUST 1976 (a)

		Age group (years)								Total	
		15 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 59	60 - 64	65 and over		
MALES											
Weekly earnings (\$) -		- '000 -									
Under 60		34.5	6.2	4.3	4.9	*	*	*	5.0	52.9	
60 and under	80	71.2	7.6	4.4		5.2	4.2	*		93.8	
80 "	100	59.1	15.1	9.2	4.7	7.2		*	100.8		
100 "	"	110	30.6	27.4	18.1	13.2	14.8	7.7	4.0	116.3	
110 "	"	120	20.1	30.9	22.2	17.0	23.2	9.6	7.2	132.4	
120 "	"	130	20.6	48.1	47.4	37.8	43.3	17.2	16.4	233.0	
130 "	"	140	11.4	49.2	64.6	47.7	50.6	22.8	15.6	264.1	
140 "	"	150	6.4	46.3	68.1	47.9	52.7	19.2	16.4	258.7	
150 "	"	160	4.8	44.4	73.5	52.6	51.5	24.2	12.7	265.5	
160 "	"	170	5.7	31.4	69.5	47.5	50.0	18.8	12.1	233.8	
170 "	"	180		25.0	63.2	35.5	36.6	14.2	8.2	186.3	
180 "	"	190	*	23.1	58.0	31.9	27.8	9.3	6.6	158.5	
190 "	"	200	*	16.5	45.9	27.4	22.8	6.8	4.5	125.4	
200 "	"	220	*	15.0	74.4	53.1	37.3	13.9	5.3	199.3	
220 "	"	240	*	8.2	47.5	32.8	26.5	6.3	4.2	126.3	
240 "	"	260	*	6.8	37.9	30.8	24.0	6.9	4.4	109.2	
260 "	"	280	*	4.2	25.3	20.3	16.3	7.2		70.8	
280 "	"	300	*	6.0	21.2	17.0	13.1		5.3	59.8	
300 "	"	350	*		24.3	23.7	22.4	4.5		4.2	80.6
350 "	"	400	*	*	8.5	10.3	13.0	4.5	5.3		39.3
400 "	"	450	*	*	6.9	6.7	6.7	4.2		*	24.7
450 and over		*	*	6.8	6.1	12.4	*		*	*	31.9
Total		268.2	414.5	801.2	568.9	559.9	203.0	128.2	19.5	2,963.4	
- dollars -											
Median earnings		90	145	173	173	166	158	151	142	159	
Mean earnings		93	152	187	193	190	177	168	166	174	
FEMALES											
Weekly earnings (\$) -		- '000 -								(h)	
Under 60		23.2	4.2	*	6.1	4.8	*	*	*	42.4	
60 and under	80	68.4	5.7	4.9		4.1	*	*	*	88.4	
80 "	100	63.9	15.1	12.3	10.0	10.4	6.8	4.6	116.7		
100 "	"	110	29.7	28.3	17.9	24.1			20.6	127.0	
110 "	"	120	15.8	41.1	24.5	25.0	26.7	4.6	7.2	141.0	
120 "	"	130	7.5	43.3	30.7	27.0	28.2	9.0	4.1	149.6	
130 "	"	140	6.4	40.0	28.2	21.7	20.7	6.2		123.1	
140 "	"	150		28.4	29.5	17.6	18.2	5.5	4.0	103.3	
150 "	"	160	*	23.8	24.9	14.0	15.6	*		84.7	
160 "	"	170	*	17.0	18.5	8.1	5.9	4.0	4.0	54.7	
170 "	"	180	*	12.8	10.9	7.8	6.0	*		39.4	
180 "	"	220	*	21.0	29.7	15.9	10.3	4.4	*	83.9	
220 and over		*	4.9	20.5	13.4	9.0	*	*	*	53.2	
Total		218.1	285.8	255.6	190.7	180.4	50.9	26.0		1,207.4	
- dollars -											
Median earnings		85	131	142	131	128	133	126		128	
Mean earnings		87	136	150	143	136	140	133		131	

(a) For definitions see page 66. (b) Aged 60 years and over.

\* Less than 4,000. See pages 14 and 15.

**FULL-TIME EMPLOYEES : NUMBER, MEAN WEEKLY EARNINGS IN MAIN JOB,  
BIRTHPLACE AND OCCUPATION, AUGUST 1976 (a)**

Occupation	Males			Females		
	Number ( <i>'000</i> )	Per cent of total	Mean weekly earnings (\$)	Number ( <i>'000</i> )	Per cent of total	Mean weekly earnings (\$)
<b>BORN IN AUSTRALIA</b>						
Professional, technical, etc.	253.2	11.8	237	176.0	19.9	170
Administrative, executive and managerial	179.1	8.3	242	10.8	1.2	180
Clerical	253.5	11.8	169	383.7	43.3	127
Sales	133.8	6.2	159	90.5	10.2	104
Farm workers, etc.	95.8	4.5	127	4.7	0.5	99
Transport and communication	173.2	8.1	171	26.8	3.0	124
Tradesmen, production-process workers and labourers, n.e.c. (b)	955.5	44.5	152	93.4	10.5	111
Service, sport and recreation	102.6	4.8	164	100.8	11.4	115
<b>Total</b>	<b>2,146.9</b>	<b>100.0</b>	<b>173</b>	<b>886.6</b>	<b>100.0</b>	<b>131</b>
<b>BORN IN MAIN ENGLISH-SPEAKING COUNTRIES (c)</b>						
Professional, technical, etc.	53.1	15.0	240	30.8	20.9	176
Administrative, executive and managerial	33.1	9.4	246	*	*	*
Clerical	33.6	9.5	171	61.9	42.0	138
Sales	21.2	6.0	175	11.6	7.9	118
Farm workers, etc.	7.1	2.0	137	*	*	*
Transport and communication	21.7	6.2	183	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	162.3	46.0	169	20.0	13.5	118
Service, sport and recreation	20.9	5.9	167	17.1	11.6	116
<b>Total</b>	<b>353.0</b>	<b>100.0</b>	<b>188</b>	<b>147.3</b>	<b>100.0</b>	<b>140</b>
<b>BORN IN OTHER COUNTRIES</b>						
Germany, Federal Republic of –						
Clerical	*	*	*	4.2	38.4	153
Tradesmen, production-process workers and labourers, n.e.c. (b)	14.5	53.0	167	*	*	*
<b>Total</b>	<b>27.3</b>	<b>100.0</b>	<b>191</b>	<b>10.9</b>	<b>100.0</b>	<b>141</b>
Greece –						
Tradesmen, production-process workers and labourers, n.e.c. (b)	30.2	69.5	151	11.8	63.5	111
<b>Total</b>	<b>43.4</b>	<b>100.0</b>	<b>152</b>	<b>18.6</b>	<b>100.0</b>	<b>114</b>
Italy –						
Clerical	*	*	*	5.9	19.9	115
Transport and communication	4.4	5.1	142	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	67.8	77.7	151	15.9	53.3	110
Service, sport and recreation	4.1	4.7	138	5.3	17.8	114
<b>Total</b>	<b>87.2</b>	<b>100.0</b>	<b>152</b>	<b>29.8</b>	<b>100.0</b>	<b>111</b>
Yugoslavia –						
Tradesmen, production-process workers and labourers, n.e.c. (b)	43.6	80.2	152	16.5	62.0	119
Service, sport and recreation	*	*	*	5.6	21.2	123
<b>Total</b>	<b>54.4</b>	<b>100.0</b>	<b>155</b>	<b>26.6</b>	<b>100.0</b>	<b>122</b>
Other countries –						
Professional, technical, etc.	31.5	12.5	234	13.8	15.8	192
Administrative, executive and managerial	13.7	5.5	249	*	*	*
Clerical	23.8	9.5	176	27.7	31.6	134
Sales	9.7	3.9	164	*	*	*
Transport and communication	13.2	5.2	160	*	*	*
Tradesmen, production-process workers and labourers, n.e.c. (b)	141.2	56.2	159	29.8	33.9	116
Service, sport and recreation	15.0	6.0	144	11.6	13.2	121
<b>Total</b>	<b>251.3</b>	<b>100.0</b>	<b>174</b>	<b>87.7</b>	<b>100.0</b>	<b>136</b>
<b>TOTAL</b>						
Professional, technical, etc.	348.0	11.7	237	224.2	18.6	172
Administrative, executive and managerial	230.2	7.8	242	16.9	1.4	185
Clerical	319.6	10.8	169	487.0	40.3	129
Sales	170.9	5.8	161	108.3	9.0	106
Farm workers, etc.	108.6	3.7	128	5.5	0.5	100
Transport and communication	220.5	7.4	171	29.8	2.5	125
Tradesmen, production-process workers and labourers, n.e.c. (b)	1,415.0	47.7	155	189.3	15.7	113
Service, sport and recreation	150.6	5.1	161	146.4	12.1	116
<b>Total</b>	<b>2,963.4</b>	<b>100.0</b>	<b>174</b>	<b>1,207.4</b>	<b>100.0</b>	<b>131</b>

(a) For definitions see page 66. (b) Includes miners and quarrymen. (c) Includes U.K., Ireland, Canada, South Africa, U.S.A. and New Zealand.

\* Less than 4,000. See pages 14 and 15.

NOTE. See page 66 regarding interpretation of the figures in this table.

**PART-TIME EMPLOYEES : WEEKLY EARNINGS IN MAIN JOB AND MARITAL STATUS,  
AUGUST 1976 (a)**

	<i>Married (b)</i>		<i>Not married (c)</i>	
	<i>Males</i>	<i>Females</i>	<i>Males</i>	<i>Females</i>
- '000 -				
<i>Weekly earnings (\$) -</i>				
Under 20	*	34.0	29.5	39.2
20 and under 40	5.7	58.9	15.4	23.4
40 " " 60	6.9	77.6	11.7	12.6
60 " " 80	4.8	92.1	*	15.0
80 " " 100	4.0	71.4	4.2	9.7
100 " " 110	} 4.4 {	31.0	} 4.0 {	4.0
110 " " 120		16.4		6.1
120 " " 130		14.5		*
130 " " 140		8.7		*
140 " " 150	*	4.3		
150 and over	17.6	19.3	6.9	7.6
<b>Total</b>	<b>49.4</b>	<b>428.1</b>	<b>75.6</b>	<b>121.0</b>
- dollars -				
Median earnings	99	69	31	38
Mean earnings	127	73	53	56

(a) For definitions see page 66. (b) Includes de facto relationships. (c) Never married, widowed and divorced.

\* Less than 4,000. See page 14 and 15.



## EARNINGS AND HOURS

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken to obtain information on wage rates, actual weekly earnings (averages, distribution and composition) and hours of work. Detailed survey results have been published in mimeographed bulletins and in the *Labour Report*. A brief summary of the main features of these surveys up to the year 1975 was given in *Labour Statistics 1975*.

Sample surveys of employers, designed to provide statistics of average weekly and hourly earnings and hours of work, have been conducted in October each year over a long period. In 1974 an additional annual survey was introduced. Carried out in May each year, these surveys provide statistics on the distribution and composition of earnings as well as averages. Information concerning the surveys conducted in May and October 1976 is given in the following pages.

### Surveys of Earnings and Hours of Employees — Distribution and Composition (May Surveys)

**General.** These surveys represent an approach that is different from that of other surveys of earnings and hours, in that employers selected are asked to supply details for only a sample of their employees. Individual employees are randomly selected by the employers in accordance with instructions supplied by the ABS. The 1976 survey was conducted in respect of the pay-period which included 24 May 1976. Details of earlier surveys were published in *Earnings and Hours of Employees, Distribution and Composition* (Reference Nos. 6.47 and 6.52)

Mainly because of differences in sample design, the survey results are not directly comparable with those of other series such as the October surveys *Earnings and Hours of Employees* (Reference No. 6.40), the May 1971 *Survey of Weekly Earnings (Size Distribution)* (Reference No. 6.30) and the quarterly series *Average Weekly Earnings* (Reference No. 6.18).

**Scope.** The survey included most civilian wage and salary earners. Excluded were employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis and persons employed by private employers (other than hospitals) not subject to payroll tax. At the time of the surveys, payroll tax was payable by employers paying more than \$400 a week in wages and salaries (other than certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations specifically exempted under the Australian and State Payroll Tax Acts).

**Coverage.** The estimates obtained were based on details from a sample of employees in: (i) all Australian and State Government departments and authorities, and (ii) separate stratified random samples of local government authorities, non-government hospitals (exempt from payroll tax) and most private employers subject to payroll tax.

**Reliability of the estimates.** As the survey was conducted from samples of employers and employees (see above), the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only samples were taken. The extent of the detail published has been determined after considering estimated measures of sampling variability. For more details on the reliability of the estimates see the Technical Note contained in the bulletin *Earnings and Hours of Employees, Distribution and Composition, May 1976* (Reference No. 6.52).

### Definitions.

- (i) *Employees* refer to male and female employees who received pay for the specified pay-period. They exclude working proprietors, partners, directors and employees who did not receive any pay for the specified pay-period (e.g. employees who had left their place of employment, were on leave without pay, on workers compensation, etc.).
- (ii) *Specified pay-period* refers to the pay-period which included 24 May 1976. In general where an establishment was closed down for part or the whole of the specified pay-period, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply survey particulars for the previous normal pay-period.
- (iii) *Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work (see (v) below) for that pay-period were at least 30 hours. Included are full-time employees on short-time, full-time employees who began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays. Some employees (e.g. air crews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.
- (iv) For private employees, *non-managerial employees* were defined to include foremen or

supervisory employees, leading hands, apprentices, trainees or cadets, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who, for the private sector, were not further defined. For government employees, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

- (v) *Standard (or rostered) weekly hours* refers to the number of hours constituting a full week's work for the specified pay-period.
- (vi) *Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* (see below) and *overtime hours* which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.
- (vii) *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours, and that part of paid annual leave, paid sick leave and long service leave taken during the specified pay-period.
- (viii) *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined below. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified

pay-period. Pay in advance, retrospective pay and annual or periodical bonuses, etc. are excluded.

- (ix) *Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours, as defined in (vii) above. It comprises payment by measured result, award or agreed base rate of pay and other earnings (excluding overtime).
- (x) *Award or agreed base rate of pay* refers to the award, etc. rate of pay for ordinary time hours paid for and includes all allowances (other than overtime) specified in the award, etc.
- (xi) *Other pay* refers to ordinary time earnings not included in award or agreed base rate of pay as defined above. It includes payments by measured result (e.g. payments for piecework, task bonuses, commissions, etc.), attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.
- (xii) *Median earnings* is the amount which divides the distribution into two equal groups, one having earnings above the median and the other having earnings below it. Medians were calculated from grouped data, linear interpolation being used within the class interval in which the median fell.
- (xiii) *Mean (or average) earnings* is the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group. In calculating the means it was assumed that observations were spaced evenly across class intervals, the mid-point of each interval being used in calculating group aggregates.

## ALL EMPLOYEES : WEEKLY EARNINGS, MAY 1976

	Males			Females			Persons		
	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total	Number ('000)	Per cent of total	Cumulative per cent of total
Weekly earnings (\$) -									
Under 10	8.3	0.3	0.3	11.2	0.8	0.8	19.6	0.5	0.5
10 and under 15	7.9	0.3	0.6	12.0	0.8	1.6	19.9	0.5	1.0
15 " " 20	9.5	0.3	0.9	13.8	1.0	2.6	23.2	0.6	1.5
20 " " 25	8.9	0.3	1.3	15.9	1.1	3.7	24.8	0.6	2.1
25 " " 30	9.7	0.4	1.6	13.3	0.9	4.7	23.0	0.6	2.7
30 " " 35	8.6	0.3	1.9	14.3	1.0	5.7	22.9	0.6	3.2
35 " " 40	9.8	0.4	2.3	11.4	0.8	6.5	21.3	0.5	3.7
40 " " 45	7.8	0.3	2.6	13.1	0.9	7.4	20.9	0.5	4.2
45 " " 50	8.4	0.3	2.9	18.5	1.3	8.7	26.9	0.6	4.9
50 " " 55	14.8	0.5	3.4	19.5	1.4	10.1	34.3	0.8	5.7
55 " " 60	14.3	0.5	4.0	20.3	1.4	11.5	34.5	0.8	6.6
60 " " 65	17.5	0.6	4.6	35.5	2.5	14.0	53.0	1.3	7.8
65 " " 70	15.6	0.6	5.2	27.3	1.9	15.9	42.9	1.0	8.9
70 " " 80	35.8	1.3	6.5	58.6	4.1	20.0	94.4	2.3	11.2
80 " " 90	33.7	1.2	7.7	70.0	4.9	25.0	103.7	2.5	13.7
90 " " 100	41.4	1.5	9.3	62.9	4.4	29.4	104.3	2.5	16.2
100 " " 110	51.0	1.9	11.1	100.7	7.1	36.5	151.7	3.7	19.8
110 " " 120	85.2	3.1	14.3	117.3	8.3	44.8	202.5	4.9	24.7
120 " " 130	163.4	6.0	20.3	166.9	11.8	56.5	330.4	8.0	32.7
130 " " 140	197.4	7.3	27.5	166.8	11.7	68.3	364.3	8.8	41.5
140 " " 150	215.6	7.9	35.5	121.3	8.5	76.8	337.0	8.1	49.7
150 " " 160	220.0	8.1	43.6	80.5	5.7	82.5	300.5	7.3	56.9
160 " " 170	202.0	7.4	51.0	58.7	4.1	86.6	260.7	6.3	63.2
170 " " 180	190.0	7.0	58.0	49.7	3.5	90.1	239.6	5.8	69.0
180 " " 190	162.7	6.0	64.0	36.8	2.6	92.7	199.5	4.8	73.8
190 " " 200	135.8	5.0	69.0	22.6	1.6	94.3	158.4	3.8	77.7
200 " " 220	233.7	8.6	77.6	33.2	2.3	96.6	266.8	6.4	84.1
220 " " 240	157.8	5.8	83.4	20.6	1.5	98.1	178.4	4.3	88.4
240 " " 260	121.4	4.5	87.8	10.6	0.7	98.8	132.0	3.2	91.6
260 " " 280	89.4	3.3	91.1	16.9	1.2	100.0	95.4	2.3	93.9
280 " " 300	67.4	2.5	93.6				72.3	1.7	95.7
300 " " 350	94.3	3.5	97.1	16.9	1.2	100.0	97.9	2.4	98.0
350 " " 400	39.9	1.5	98.5				41.2	1.0	99.0
400 " " 450	20.1	0.7	99.3				20.8	0.5	99.5
450 and over	19.8	0.7	100.0				20.1	0.5	100.0
Total	2,718.8	100.0	..	1,420.2	100.0	..	4,139.1	100.0	..
- dollars -									
Median earnings	168.60	..	..	124.40	..	..	150.40	..	..
Mean earnings	179.90	..	..	121.40	..	..	159.80	..	..

(a) Full-time and part-time employees, including managerial, etc. staff. See "Scope" on page 73 for particulars of employees excluded from the survey.

## FULL-TIME NON-MANAGERIAL EMPLOYEES PAID FOR A FULL WEEK (a) : WEEKLY EARNINGS, MAY 1976

	Males			Females		
	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
Weekly earnings (\$) -						
Under 100	18.3	1.0	1.0	17.9	2.1	2.1
100 and under 110				53.8	6.4	8.5
110 " " 120	46.3	2.4	3.4	78.0	9.2	17.7
120 " " 130	128.7	6.7	10.1	142.0	16.8	34.5
130 " " 140	168.9	8.8	19.0	151.2	17.9	52.4
140 " " 150	193.4	10.1	29.1	110.3	13.0	65.4
150 " " 160	196.8	10.3	39.4	74.5	8.8	74.2
160 " " 170	186.3	9.8	49.1	52.1	6.2	80.4
170 " " 180	168.0	8.8	57.9	46.9	5.5	86.0
180 " " 190	141.8	7.4	65.3	34.1	4.0	90.0
190 " " 200	114.2	6.0	71.3	19.9	2.4	92.3
200 " " 220	180.2	9.4	80.8	29.2	3.5	95.8
220 " " 240	118.1	6.2	86.9	17.9	2.1	97.9
240 " " 260	82.3	4.3	91.2	7.8	0.9	98.8
260 " " 280	56.0	2.9	94.2			
280 " " 300	43.0	2.3	96.4			
300 " " 350	43.7	2.3	98.7	9.9	1.2	100.0
350 " " 400	13.4	0.7	99.4			
400 and over	11.1	0.6	100.0			
Total	1,910.5	100.0	..	845.3	100.0	..
- dollars -						
Median earnings	171.00	..	..	138.70	..	..
Mean earnings	183.30	..	..	146.40	..	..
AGED UNDER 21 YEARS						
Weekly earnings (\$) -						
Under 60	16.1	7.7	7.7	9.7	4.5	4.5
60 and under 70	19.9	9.5	17.2	26.7	12.3	16.8
70 " " 80	21.3	10.2	27.4	23.1	10.6	27.4
80 " " 90	19.2	9.2	36.6	34.0	15.7	43.2
90 " " 100	23.4	11.2	47.8	30.9	14.2	57.4
100 " " 110	22.8	10.9	58.7	29.0	13.4	70.7
110 " " 120	22.2	10.6	69.3	25.2	11.6	82.4
120 " " 140	33.9	16.2	85.5	24.8	11.4	93.8
140 " " 160	15.7	7.5	93.0	13.5	6.2	100.0
160 " " 180	7.0	3.3	96.3			
180 and over	7.7	3.7	100.0			
Total	209.1	100.0	..	216.8	100.0	..
- dollars -						
Median earnings	102.00	..	..	94.80	..	..
Mean earnings	105.70	..	..	97.00	..	..

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work.

## FULL-TIME NON-MANAGERIAL EMPLOYEES : WEEKLY EARNINGS, MAY 1976

	Males			Females		
	Number ( '000)	Per cent of total	Cumulative per cent of total	Number ( '000)	Per cent of total	Cumulative per cent of total
AGED 21 YEARS AND OVER						
Weekly earnings (\$) –						
Under 60	9.7	0.5	0.5	7.2	0.8	0.8
60 and under 80	8.1	0.4	0.9	9.0	1.0	1.8
80 " " 90	6.3	0.3	1.2	10.7	1.2	3.0
90 " " 100	11.7	0.6	1.8	15.9	1.8	4.8
100 " " 110	23.3	1.1	2.9	61.1	6.8	11.6
110 " " 120	58.1	2.8	5.7	84.4	9.4	21.0
120 " " 130	139.7	6.8	12.6	145.8	16.2	37.2
130 " " 140	181.0	8.8	21.4	154.5	17.2	54.5
140 " " 150	203.3	9.9	31.3	113.1	12.6	67.1
150 " " 160	206.4	10.1	41.4	75.4	8.4	75.5
160 " " 170	193.1	9.4	50.8	52.6	5.9	81.3
170 " " 180	173.8	8.5	59.3	47.4	5.3	86.6
180 " " 190	146.2	7.2	66.5	34.6	3.9	90.5
190 " " 200	117.9	5.8	72.2	20.3	2.3	92.7
200 " " 220	186.4	9.1	81.3	29.4	3.3	96.0
220 " " 240	122.3	6.0	87.3	18.0	2.0	98.0
240 " " 260	85.3	4.2	91.5	8.0	0.9	98.9
260 " " 280	58.0	2.8	94.3	9.9	1.1	100.0
280 " " 300	44.4	2.2	96.5			
300 " " 350	46.0	2.2	98.7			
350 " " 400	14.2	0.7	99.4			
400 and over	11.6	0.6	100.0			
Total	2,046.8	100.0	..	897.4	100.0	..
– dollars –						
Median earnings	169.10	..	..	137.40	..	..
Mean earnings	180.60	..	..	143.70	..	..
AGED UNDER 21 YEARS						
Weekly earnings (\$) –						
Under 50	5.0	2.2	2.2	5.7	2.5	2.5
50 and under 60	14.9	6.6	8.7	8.5	3.7	6.2
60 " " 70	21.6	9.5	18.2	28.1	12.3	18.5
70 " " 80	23.2	10.2	28.4	25.0	11.0	29.5
80 " " 90	20.4	9.0	37.4	35.4	15.5	45.0
90 " " 100	25.2	11.1	48.5	31.5	13.8	58.8
100 " " 110	24.9	10.9	59.4	29.4	12.9	71.6
110 " " 120	24.1	10.6	70.0	25.5	11.2	82.8
120 " " 140	35.8	15.7	85.8	25.6	11.2	94.0
140 " " 160	16.7	7.4	93.1	7.9	3.5	97.4
160 " " 180	7.1	3.1	96.2	5.8	2.6	100.0
180 and over	8.6	3.8	100.0			
Total	227.6	100.0	..	228.4	100.0	..
– dollars –						
Median earnings	101.10	..	..	93.60	..	..
Mean earnings	104.90	..	..	95.70	..	..

**FULL-TIME NON-MANAGERIAL EMPLOYEES AGED 21 YEARS AND OVER, INDUSTRIES**  
**AVERAGE WEEKLY HOURS PAID FOR, MAY 1976**

<i>Industry</i>	<i>Males</i>			<i>Females</i>		
	<i>Overtime</i>	<i>Ordinary time</i>	<i>Total</i>	<i>Overtime</i>	<i>Ordinary time</i>	<i>Total</i>
<b>Manufacturing –</b>						
Food, beverages and tobacco	3.5	38.8	42.3	1.1	37.6	38.7
Textiles; clothing and footwear	3.2	39.1	42.4	0.6	37.7	38.3
Paper, printing, etc.	2.7	39.3	42.0	*	38.6	39.5
Chemical, petroleum and coal products	2.8	38.4	41.2	0.8	38.3	39.2
<b>Metal products, machinery and equipment –</b>						
Basic metal products	3.6	39.0	42.6	*	38.6	39.4
Fabricated metal products; other machinery, etc.	3.3	39.1	42.3	0.9	38.3	39.2
Transport equipment	2.5	38.2	40.7	1.4	37.7	39.2
<i>Total metal products, etc.</i>	<i>3.1</i>	<i>38.8</i>	<i>41.9</i>	<i>1.0</i>	<i>38.2</i>	<i>39.2</i>
Other	4.1	39.1	43.1	*	38.2	39.0
<i>Total manufacturing</i>	<i>3.3</i>	<i>38.9</i>	<i>42.2</i>	<i>0.9</i>	<i>38.0</i>	<i>38.9</i>
<b>Non-manufacturing –</b>						
Mining	6.6	37.2	43.8	*	36.7	37.5
Electricity, gas and water	1.7	39.0	40.7	*	37.3	38.0
Construction	2.8	39.1	41.8	*	36.9	37.3
Wholesale trade	1.8	38.7	40.5	0.5	37.6	38.1
Retail trade	1.7	39.7	41.4	0.4	38.9	39.3
Transport and storage; communication	3.0	38.5	41.5	0.6	37.2	37.7
Finance, business services	0.7	38.6	39.4	*	37.4	37.6
Public administration and defence; community services	0.9	38.1	39.0	0.3	37.2	37.5
Other	2.5	39.4	41.9	*	37.3	38.3
<i>Total non-manufacturing</i>	<i>2.1</i>	<i>38.6</i>	<i>40.8</i>	<i>0.4</i>	<i>37.5</i>	<i>37.9</i>
<b>Total all industries</b>	<b>2.5</b>	<b>38.7</b>	<b>41.2</b>	<b>0.5</b>	<b>37.6</b>	<b>38.2</b>

\* Subject to sampling variability too high for most practical uses.

**FULL-TIME NON-MANAGERIAL EMPLOYEES AGED 21 YEARS AND OVER, INDUSTRIES,  
COMPOSITION OF AVERAGE WEEKLY EARNINGS, MAY 1976**

Industry	Males				Females			
	Ordinary time				Ordinary time			
	Overtime	Award or agreed base rate of pay (a)	Other pay (a)	Total	Overtime	Award or agreed base rate of pay (a)	Other pay (a)	Total
				\$				
Manufacturing –								
Food, beverages and tobacco	20.50	133.40	15.50	169.50	5.30	119.30	*	129.80
Textiles; clothing and footwear	16.70	129.50	16.00	162.20	2.70	104.90	*	120.20
Paper, printing, etc.	17.40	152.80	14.70	184.80	*	125.80	6.10	136.80
Chemical, petroleum and coal products	18.60	158.50	10.40	187.60	4.60	130.80	*	140.70
Metal products, machinery and equipment –								
Basic metal products	21.70	142.40	21.70	185.80	*	132.00	*	147.70
Fabricated metal products; other machinery, etc.	18.80	129.80	20.00	168.50	4.20	113.40	9.30	126.90
Transport equipment	16.00	142.70	*	167.10	7.80	120.30	*	135.10
Total metal products, etc.	18.50	136.60	16.80	171.80	4.90	116.30	9.00	130.20
Other	23.60	132.60	13.90	170.00	3.80	113.80	5.50	123.20
Total manufacturing	19.50	137.60	15.50	172.60	4.20	114.80	8.50	127.60
Non-manufacturing –								
Mining	48.80	169.50	33.00	251.20	*	137.00	*	149.90
Electricity, gas and water	11.90	175.00	*	190.60	*	155.70	*	160.50
Construction	18.50	156.90	5.40	180.80	*	134.00	*	139.80
Wholesale trade	10.40	140.30	13.30	164.00	2.70	127.50	*	135.60
Retail trade	8.70	130.80	15.30	154.80	2.10	124.20	3.40	129.70
Transport and storage; communication	19.90	169.00	*	191.60	3.30	144.30	*	149.30
Finance, business services	4.80	161.60	*	176.10	*	138.90	*	143.80
Public administration and defence; community services	6.40	189.50	1.30	197.20	*	160.40	*	162.90
Other	14.10	144.10	4.60	162.70	*	126.60	*	133.30
Total non-manufacturing	13.90	163.70	7.10	184.70	2.30	145.60	2.10	149.90
Total all industries	15.80	154.80	10.00	180.60	2.80	137.10	3.90	143.70

(a) See definitions, page 73.

\* Subject to sampling variability too high for most practical uses.

**COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES,  
MAY 1976**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AGED 21 YEARS AND OVER</b>									
<b>Males</b>					\$				
Overtime	16.20	16.10	15.00	12.40	20.20	11.20	*	9.90	15.80
Ordinary time —									
Award or agreed base rate of pay (a)	154.70	153.90	155.10	151.90	153.60	154.50	172.50	187.70	154.80
Other pay (a)	11.50	10.70	7.30	8.70	8.80	*	*	*	10.00
<b>Total</b>	<b>182.40</b>	<b>180.70</b>	<b>177.30</b>	<b>172.90</b>	<b>182.60</b>	<b>174.10</b>	<b>206.70</b>	<b>200.80</b>	<b>180.60</b>
<b>Females</b>									
Overtime	2.90	2.90	*	2.80	*	*	*	*	2.80
Ordinary time —									
Award or agreed base rate of pay (a)	135.40	134.70	140.30	137.90	139.10	145.70	159.00	155.10	137.10
Other pay (a)	4.10	*	*	*	1.30	*	*	*	3.90
<b>Total</b>	<b>142.40</b>	<b>142.90</b>	<b>144.50</b>	<b>144.60</b>	<b>142.80</b>	<b>150.10</b>	<b>165.00</b>	<b>159.40</b>	<b>143.70</b>
<b>AGED UNDER 21 YEARS</b>									
<b>Males</b>					\$				
Overtime	5.50	4.90	6.80	5.30	*	*	*	*	5.90
Ordinary time —									
Award or agreed base rate of pay (a)	95.50	95.40	96.50	91.10	92.90	97.80	102.70	109.10	95.30
Other pay (a)	4.20	4.20	2.60	(b)	*	*	*	*	3.70
<b>Total</b>	<b>105.10</b>	<b>104.50</b>	<b>105.90</b>	<b>99.30</b>	<b>106.30</b>	<b>105.20</b>	<b>112.40</b>	<b>121.60</b>	<b>104.90</b>
<b>Females</b>									
Overtime	1.60	1.80	*	*	*	*	*	*	1.60
Ordinary time —									
Award or agreed base rate of pay (a)	93.20	94.70	89.00	92.30	88.10	86.40	97.60	112.10	92.40
Other pay (a)	2.30	2.00	*	*	*	*	*	*	1.60
<b>Total</b>	<b>97.10</b>	<b>98.50</b>	<b>90.70</b>	<b>95.30</b>	<b>90.50</b>	<b>88.70</b>	<b>100.30</b>	<b>115.70</b>	<b>95.70</b>

(a) See definitions, page 73.

\* Subject to sampling variability too high for most practical uses.

### Surveys of Weekly Earnings and Hours (October Surveys)

Surveys covering most private employers subject to payroll tax were conducted in October of each year from 1962 to 1971, with the exception of 1965. From 1972 the coverage was extended, the principal change being the inclusion of government employees. The following pages contain some results for private and government employees combined obtained from a survey of weekly earnings and hours which was conducted in respect of the last pay-period in October 1976. Separate estimates for employees in the private and government sectors, in addition to the estimates for these two sectors combined, were published in *Earnings and Hours of Employees, October 1976* (Reference No. 6.40).

**Content.** The survey obtained data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings for the selected pay-period. In addition, information on overtime and ordinary time earnings and hours was obtained for full-time non-managerial employees. The estimates of average overtime earnings and average overtime hours paid for,

shown in the tables on pages 84-86, do not relate only to those employees who worked overtime, but are averages for all employees in the specified category, including those who did not work overtime.

In general, where an establishment was closed down for part or whole of the last pay-period in October, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of wages and hours for the previous normal pay-period.

**Coverage.** All wage and salary earners were represented except members of the defence forces, employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis and employees of private employers (other than hospitals) not subject to payroll tax. At the time of the selection of the sample payroll tax was payable by employers in the States paying more than \$800 a week in wages and salaries (\$400 a week in the Territories). In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.



**Survey design.** Australian and State Government bodies were completely enumerated; for other employers separate stratified random samples of private employers, non-government hospitals not subject to payroll tax, and local government authorities were used.

Although the sample for the survey was not designed to provide estimates of the numbers of employees represented, it has been calculated that the 1976 survey was representative of approximately 2,687,000 male and 1,398,000 female wage and salary earners, comprising 1,779,000 males and 1,000,000 females in private employment and 908,000 males and 398,000 females in government employment.

**Reliability of the estimates.** As parts of the survey were conducted from samples of employers (see above), the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. For more details of the reliability of the estimates see the Technical Note contained in *Earnings and Hours of Employees, October 1976* (Reference No. 6.40).

**Industry classification.** The industry classification used was the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification* (Preliminary Edition) 1969, Vol. 1. Details of the ASIC industries used in the surveys and shown in the tables on pages 83 and 84, are contained in the bulletins (Reference No. 6.40). This classification differs from that used for earlier surveys, which was the industry classification used for the 1966 and 1961 Population Censuses. Consequently estimates by industry are not directly comparable with those obtained from earlier surveys.

**Comparability of results.** In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

Results for October 1974 and later surveys are on the same basis as those for the October 1972 and October 1973 except for industry details. Results for private employees published in the October 1972 and earlier bulletins with Reference No. 6.1 are not directly comparable with details published in the October 1972 and later bulletins with Reference No. 6.40. A more detailed note on the comparability of results and on the differences between the industry classifications is given in *Earnings and Hours of Employees, October 1974* (Reference No. 6.40).

**Definitions.** The following definitions refer to terms used in the survey and in the tables in this section:

*Employees* refer to male and female employees who received pay for the last pay-period in October.

*Private employees* are employees of private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

*Government employees* are civilian employees of Australian and State Government departments, authorities and semi-government bodies, and of local government authorities.

*Adults* include all employees 21 years of age and over and those employees who, although under 21 years of age, were paid at the adult rate for their occupation.

*Juniors* are those employees under 21 years of age who were not paid at the adult rate for their occupations.

*Full-time employees* are those employees who ordinarily worked 30 hours or more a week and who received pay for the last pay-period in October. Included are full-time employees on short-time, full-time employees who began or ceased work during the pay-period, and full-time employees on paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period. Some employees (e.g. aircrew, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time if they worked the normal scheduled hours for a full week.

*Part-time employees* are those employees who ordinarily work less than 30 hours a week and who received pay for the last pay-period in October. Employees on short-time who normally work 30 hours or more a week were classified as full-time employees.

In the *private* sector, non-managerial employees were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wage employees. They exclude *managerial, executive, professional and higher supervisory staff* who, for private employees, were not further defined. In the *government* sector, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees (i) who were ineligible to receive payment for overtime, or (ii) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). For some occupations in government employment, such as school teachers and doctors, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

*Weekly earnings* refers to gross earnings for the last pay-period in October before taxation and other deductions have been made. It includes overtime earnings, ordinary time earnings, shift allowances, penalty rates, commission and similar payments; and that part of paid annual leave, paid sick leave, long

service leave and paid holidays taken during the specified pay-period. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the specified pay-period; periodical payments under incentive, piecework, profit sharing, etc. schemes; commissions; annual or periodical bonuses, etc. Retrospective payments are excluded.

*Overtime earnings* refers to that part of gross weekly earnings (as defined above) attributable to hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff. The figures of average overtime earnings shown in the tables on pages 84-86, do not relate only to those employees who worked overtime but are averages for all employees in the specified category whether or not they worked overtime.

*Ordinary time earnings* refers to that part of gross weekly earnings (as defined above) attributable to award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and one week's proportion of payments for annual and other leave taken during the specified pay-period.

*Weekly man-hours paid for* refers to the hours for which payment was made. It includes overtime hours, ordinary

time hours, paid stand-by or reporting time; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the specified week, only the man-hours actually paid for are included. Where agreed hours of work are less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

*Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

*Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the specified pay-period.

NOTE. The estimates of average weekly earnings contained herein are rounded to the nearest ten cents, those of average weekly hours paid for to the first decimal place, and those of average hourly earnings to the nearest cent. Any discrepancies between totals and sums of components are due to rounding.

**AVERAGE EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES (a), INDUSTRIES,  
OCTOBER 1976 (b)**

Manufacturing											
Metal products, machinery and equipment											
	Food, beverages and tobacco	Textiles; clothing and footwear	Paper, printing, etc.	Chemical, petroleum and coal products	Basic metal products	Fabricated metal products; other mach- inery, etc.	Transport equipment	Total	Other	Total manufact- uring	
AVERAGE WEEKLY EARNINGS (\$)											
Males	172.30	158.00	183.90	195.60	189.90	166.80	170.40	172.70	162.80	172.20	
Adults	177.30	163.20	191.50	196.10	196.60	174.60	175.90	179.70	170.50	178.80	
Juniors	98.10	93.90	105.70	108.20	108.90	93.80	97.10	97.50	91.30	97.00	
Females	131.60	119.70	130.40	140.20	147.70	129.90	138.30	132.80	126.90	128.70	
Adults	135.90	124.40	136.10	142.80	152.00	132.60	140.10	135.60	130.50	132.60	
Juniors	90.60	82.70	88.00	98.80	106.50	93.60	95.10	95.20	92.10	89.40	
Persons	162.00	133.00	170.50	179.30	186.70	157.80	166.70	165.70	156.40	161.40	
AVERAGE WEEKLY HOURS PAID FOR											
Males	41.8	41.6	41.0	40.5	41.0	41.2	40.6	41.0	41.3	41.2	
Adults	41.9	41.8	41.1	40.5	41.2	41.4	40.8	41.1	41.5	41.3	
Juniors	40.3	39.8	40.4	39.5	38.7	39.7	39.2	39.4	39.6	39.6	
Females	39.1	38.3	39.4	38.7	39.3	38.9	39.3	39.0	38.8	38.8	
Adults	39.1	38.3	39.4	38.7	39.3	38.9	39.4	39.0	38.7	38.8	
Juniors	39.1	38.6	39.3	38.5	39.5	39.0	38.7	39.0	38.8	38.9	
Persons	41.1	40.2	40.6	40.0	40.9	40.6	40.5	40.6	40.9	40.6	
AVERAGE HOURLY EARNINGS (\$)											
Males	4.12	3.80	4.49	4.83	4.63	4.05	4.20	4.21	3.94	4.18	
Adults	4.23	3.91	4.67	4.85	4.77	4.22	4.32	4.37	4.11	4.33	
Juniors	2.44	2.36	2.62	2.74	2.81	2.36	2.48	2.48	2.31	2.45	
Females	3.37	3.13	3.31	3.62	3.76	3.30	3.52	3.41	3.28	3.32	
Adults	3.48	3.25	3.46	3.69	3.87	3.41	3.56	3.48	3.37	3.42	
Juniors	2.32	2.14	2.24	2.57	2.70	2.40	2.46	2.44	2.37	2.30	
Persons	3.94	3.31	4.20	4.48	4.57	3.88	4.12	4.08	3.83	3.98	
Non-manufacturing											
	Mining	Electric- ity, gas and water	Cons- truction	Wholesale trade	Retail trade	Transport and storage; communi- cation	Finance, business services	Public adminis- tration, etc.	Other	Total non-manufact- uring	Total all industries
AVERAGE WEEKLY EARNINGS (\$)											
Males	250.10	195.20	180.10	164.70	143.60	193.00	174.30	201.50	170.20	184.80	180.50
Adults	253.70	200.70	184.50	171.40	159.70	198.30	186.20	205.70	174.20	192.20	187.60
Juniors	139.10	113.10	111.70	96.80	90.50	104.60	106.50	109.60	103.20	102.30	100.50
Females	155.80	142.00	133.50	130.40	120.20	150.10	131.90	165.80	131.50	146.60	142.30
Adults	163.50	158.10	141.10	137.70	136.00	158.00	150.20	174.00	136.90	158.60	151.70
Juniors	110.50	106.90	98.50	93.40	88.40	102.60	101.60	107.20	88.10	98.90	97.70
Persons	243.40	190.50	177.70	155.10	132.80	186.30	151.80	182.90	152.80	171.40	168.30
AVERAGE WEEKLY HOURS PAID FOR											
Males	41.5	40.3	40.5	40.5	41.0	41.3	39.3	38.7	41.2	40.3	40.6
Adults	41.5	40.4	40.6	40.5	41.1	41.4	39.3	38.7	41.2	40.3	40.7
Juniors	39.8	39.0	39.6	40.3	40.7	39.8	39.3	37.8	40.7	39.8	39.7
Females	38.9	37.1	38.3	38.6	39.6	39.3	38.2	37.9	38.3	38.4	38.5
Adults	38.9	37.1	38.3	38.5	39.5	39.3	38.0	37.8	38.4	38.3	38.4
Juniors	38.9	37.2	38.4	39.0	39.8	39.4	38.6	38.2	38.1	38.8	38.8
Persons	41.3	40.0	40.4	40.0	40.4	41.0	38.7	38.3	39.9	39.6	39.9
AVERAGE HOURLY EARNINGS (\$)											
Males	6.03	4.84	4.44	4.07	3.50	4.67	4.43	5.21	4.13	4.59	4.45
Adults	6.11	4.97	4.54	4.23	3.89	4.79	4.73	5.31	4.23	4.77	4.61
Juniors	3.49	2.90	2.82	2.40	2.22	2.63	2.71	2.90	2.54	2.57	2.53
Females	4.01	3.83	3.48	3.38	3.03	3.82	3.45	4.38	3.43	3.82	3.70
Adults	4.21	4.26	3.68	3.57	3.44	4.02	3.95	4.60	3.57	4.14	3.95
Juniors	2.84	2.88	2.56	2.39	2.22	2.60	2.63	2.81	2.31	2.55	2.52
Persons	5.89	4.76	4.40	3.88	3.29	4.54	3.92	4.78	3.83	4.33	4.22

(a) Total (private and government) employees. (b) Last pay-period in October 1976. For definitions and explanatory notes etc. see pages 80-82.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS (a) : FULL-TIME  
NON-MANAGERIAL EMPLOYEES (b), INDUSTRIES, OCTOBER 1976 (c)**

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles; clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
<b>ADULT MALES</b>										
Overtime earnings (a)(\$)	24.70	17.50	17.40	18.10	23.70	18.90	16.60	19.20	20.10	20.00
Ordinary time earnings (a) (\$)	152.60	145.80	174.20	178.00	172.90	155.80	159.30	160.50	150.40	158.80
Total earnings (\$)	177.30	163.20	191.50	196.10	196.60	174.60	175.90	179.70	170.50	178.80
Overtime hours (a)	3.9	3.2	2.4	2.7	3.5	3.1	2.5	3.0	3.4	3.2
Ordinary time hours (a)	38.0	38.6	38.6	37.9	37.7	38.3	38.3	38.2	38.1	38.2
Total hours	41.9	41.8	41.1	40.5	41.2	41.4	40.8	41.1	41.5	41.3
<b>JUNIOR MALES</b>										
Overtime earnings (a) (\$)	9.00	*	5.60	2.60	4.80	4.90	3.30	4.50	4.40	5.10
Ordinary time earnings (a) (\$)	89.10	89.50	100.10	105.60	104.10	88.90	93.80	93.00	86.90	91.90
Total earnings (\$)	98.10	93.90	105.70	108.20	108.90	93.80	97.10	97.50	91.30	97.00
Overtime hours (a)	2.3	*	1.3	0.6	1.0	1.2	0.8	1.1	1.2	1.3
Ordinary time hours (a)	38.0	38.6	39.1	38.9	37.7	38.4	38.4	38.3	38.4	38.4
Total hours	40.3	39.8	40.4	39.5	38.7	39.7	39.2	39.4	39.6	39.6
<i>Non-manufacturing</i>										
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing industries</i>
<b>ADULT MALES</b>										
Overtime earnings (a) (\$)	47.70	12.80	16.60	12.80	9.30	20.50	5.10	7.30	13.80	14.40
Ordinary time earnings (a) (\$)	206.00	187.90	167.90	158.60	150.40	177.80	181.10	198.40	160.40	177.80
Total earnings (\$)	253.70	200.70	184.50	171.40	159.70	198.30	186.20	205.70	174.20	192.20
Overtime hours (a)	6.1	1.8	2.4	1.9	1.7	2.9	0.8	1.0	2.2	2.1
Ordinary time hours (a)	35.5	38.6	38.2	38.6	39.4	38.5	38.6	37.7	39.0	38.3
Total hours	41.5	40.4	40.6	40.5	41.1	41.4	39.3	38.7	41.2	40.3
<b>JUNIOR MALES</b>										
Overtime earnings (a) (\$)	16.20	3.30	2.90	4.30	4.40	6.20	1.50	1.50	6.90	3.90
Ordinary time earnings (a) (\$)	122.90	109.80	108.70	92.50	86.10	98.50	105.00	108.00	96.40	98.30
Total earnings (\$)	139.10	113.10	111.70	96.80	90.50	104.60	106.50	109.60	103.20	102.30
Overtime hours (a)	3.0	0.7	0.7	1.1	1.3	1.5	0.3	0.3	1.8	1.0
Ordinary time hours (a)	36.8	38.2	38.9	39.2	39.4	38.4	39.0	37.5	38.9	38.8
Total hours	39.8	39.0	39.6	40.3	40.7	39.8	39.3	37.8	40.7	39.8
<i>Manufacturing</i> <i>Non-manufacturing</i> <i>Total all industries</i>										
<b>ADULT FEMALES</b>										
Overtime earnings (a) (\$)		5.20				3.00			3.60	
Ordinary time earnings (a) (\$)		127.40				155.60			148.20	
Total earnings (\$)		132.60				158.60			151.70	
Overtime hours (a)		1.0				0.5			0.7	
Ordinary time hours (a)		37.8				37.8			37.8	
Total hours		38.8				38.3			38.4	
<b>JUNIOR FEMALES</b>										
Overtime earnings (a) (\$)		1.50				1.50			1.50	
Ordinary time earnings (a) (\$)		87.90				97.40			96.20	
Total earnings (\$)		89.40				98.90			97.70	
Overtime hours (a)		0.4				0.4			0.4	
Ordinary time hours (a)		38.4				38.4			38.4	
Total hours		38.9				38.8			38.8	

(a) Averages for all employees represented in the survey (See page 82). (b) Total (private and government) employees. (c) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

\* Subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS (a) : FULL-TIME NON-MANAGERIAL  
EMPLOYEES (b), INDUSTRIES, OCTOBER 1976 (c)**  
(\\$)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AVERAGE WEEKLY OVERTIME EARNINGS (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	18.20	21.00	18.20	18.00	21.90	13.40	17.20	8.20	19.20
Other	20.10	21.90	23.90	15.30	23.20	13.20	32.90	20.40	20.70
Total manufacturing	19.10	21.50	21.70	16.90	22.60	13.30	27.60	17.00	20.00
Non-manufacturing	14.80	13.40	13.50	9.70	21.00	12.60	27.40	10.50	14.40
Total all industries	16.30	16.80	15.60	12.50	21.40	12.80	27.40	11.00	16.30
Junior males	4.10	4.60	4.30	3.80	4.90	3.50	10.50	*	4.30
Adult females	4.10	3.70	2.50	3.10	3.10	3.00	3.80	2.50	3.60
Junior females	1.60	1.40	1.00	1.80	1.40	2.10	2.40	*	1.50
<b>AVERAGE WEEKLY ORDINARY TIME EARNINGS (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	161.20	162.20	156.60	156.90	156.20	171.70	155.80	165.00	160.50
Other	157.60	158.40	156.50	157.60	148.20	156.40	160.30	172.90	157.10
Total manufacturing	159.50	160.20	156.50	157.10	151.70	161.10	158.80	170.70	158.80
Non-manufacturing	178.80	179.10	174.80	172.20	174.60	174.20	182.40	206.00	177.80
Total all industries	172.00	171.30	170.10	166.30	169.00	170.10	181.20	203.40	171.30
Junior males	96.10	97.60	96.50	93.80	93.50	97.70	100.00	102.50	96.20
Adult females	147.30	147.40	148.80	148.00	146.40	152.10	160.00	166.90	148.20
Junior females	98.40	99.10	91.60	94.80	93.10	91.10	101.80	98.20	96.20
<b>AVERAGE WEEKLY TOTAL EARNINGS (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	179.40	183.30	174.80	174.80	178.00	185.10	173.00	173.10	179.70
Other	177.60	180.30	180.40	172.90	171.40	169.60	193.30	193.20	177.90
Total manufacturing	178.60	181.70	178.20	174.00	174.30	174.30	186.40	187.70	178.80
Non-manufacturing	193.60	192.50	188.30	181.90	195.60	186.80	209.80	216.50	192.20
Total all industries	188.40	188.10	185.70	178.80	190.40	182.90	208.70	214.30	187.60
Junior males	100.20	102.20	100.80	97.60	98.40	101.20	110.40	106.60	100.50
Adult females	151.40	151.10	151.30	151.10	149.50	155.10	163.90	169.50	151.70
Junior females	100.00	100.60	92.60	96.70	94.50	93.20	104.20	99.60	97.70

(a) Averages for all employees represented in the survey (See page 82). (b) Total (private and government) employees. (c) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

\* Subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME HOURS (a) : FULL-TIME NON-MANAGERIAL  
EMPLOYEES (b) INDUSTRIES, OCTOBER 1976 (c)**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AVERAGE WEEKLY OVERTIME HOURS PAID FOR (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	2.8	3.2	2.9	2.7	3.3	1.9	2.9	1.0	3.0
Other	3.2	3.6	3.6	2.5	3.8	2.1	5.2	3.3	3.3
Total manufacturing	3.0	3.4	3.3	2.7	3.6	2.0	4.4	2.7	3.2
Non-manufacturing	2.1	1.9	1.9	1.6	3.0	1.9	3.8	1.6	2.1
Total all industries	2.4	2.6	2.3	2.0	3.2	1.9	3.8	1.6	2.4
Junior males	1.0	1.1	1.0	1.0	1.3	0.8	2.4	*	1.1
Adult females	0.7	0.7	0.5	0.6	0.6	0.5	0.7	0.4	0.7
Junior females	0.4	0.4	0.3	0.5	0.4	0.6	0.7	*	0.4
<b>AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	38.0	38.3	37.9	38.4	38.1	39.5	38.0	37.6	38.2
Other	37.8	38.4	38.4	38.3	38.0	38.7	38.6	38.9	38.2
Total manufacturing	37.9	38.3	38.2	38.3	38.1	38.9	38.4	38.5	38.2
Non-manufacturing	38.1	38.5	38.0	38.6	38.3	38.3	37.3	38.1	38.3
Total all industries	38.1	38.4	38.0	38.5	38.3	38.5	37.4	38.1	38.2
Junior males	38.6	38.7	38.5	38.8	38.6	39.0	39.2	39.1	38.7
Adult females	37.5	38.0	37.9	38.0	38.2	37.9	37.1	37.0	37.8
Junior females	38.4	38.4	38.4	38.3	38.7	38.8	37.6	37.9	38.4
<b>AVERAGE WEEKLY TOTAL HOURS PAID FOR (a)</b>									
Adult males									
Manufacturing –									
Metal products, machinery and equipment	40.9	41.5	40.8	41.1	41.4	41.4	40.8	38.6	41.1
Other	41.0	41.9	42.0	40.8	41.8	40.8	43.7	42.2	41.5
Total manufacturing	40.9	41.8	41.5	41.0	41.6	41.0	42.7	41.2	41.3
Non-manufacturing	40.2	40.4	39.9	40.2	41.4	40.2	41.2	39.6	40.3
Total all industries	40.5	41.0	40.3	40.5	41.4	40.4	41.2	39.8	40.7
Junior males	39.6	39.8	39.6	39.8	39.9	39.8	41.6	40.2	39.7
Adult females	38.2	38.7	38.4	38.6	38.8	38.4	37.8	37.5	38.4
Junior females	38.8	38.8	38.7	38.8	39.1	39.4	38.3	38.3	38.8

(a) Averages for all employees represented in the survey (See page 82). (b) Total (private and government) employees. (c) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

\* Subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a), OCTOBER 1976 (b)**  
(**\$**)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>Males</b>	<b>189.40</b>	<b>191.50</b>	<b>183.60</b>	<b>177.70</b>	<b>186.90</b>	<b>181.70</b>	<b>208.60</b>	<b>233.50</b>	<b>188.60</b>
Adults	196.80	199.00	192.90	186.50	195.50	189.70	214.90	240.90	196.60
Juniors	90.70	90.50	93.70	88.20	89.50	97.20	98.00	89.10	91.00
Full-time employees	196.70	198.30	188.50	183.40	194.60	188.30	213.70	240.20	195.30
Adults	203.40	204.60	197.10	191.10	202.50	196.30	218.90	245.90	202.40
Juniors	100.20	102.20	100.80	97.60	98.40	101.20	110.40	106.60	100.50
<b>Females</b>	<b>129.00</b>	<b>129.70</b>	<b>121.30</b>	<b>122.70</b>	<b>118.90</b>	<b>118.20</b>	<b>149.20</b>	<b>152.10</b>	<b>127.20</b>
Adults	135.80	137.00	132.20	131.10	126.40	125.20	155.10	159.00	134.90
Juniors	84.70	87.00	83.20	85.70	81.80	87.50	83.30	81.80	85.00
Full-time employees	147.00	146.10	138.10	141.60	141.40	142.30	161.10	167.10	145.20
Adults	154.50	154.30	153.30	153.80	152.60	158.00	165.50	173.80	154.70
Juniors	100.00	100.60	92.60	96.70	94.50	93.20	104.20	99.60	97.70
<b>Persons</b>	<b>168.60</b>	<b>170.30</b>	<b>163.70</b>	<b>158.60</b>	<b>163.60</b>	<b>160.60</b>	<b>189.10</b>	<b>201.80</b>	<b>167.60</b>
Adults	176.80	178.90	175.50	168.60	173.30	169.90	195.70	210.00	176.70
Juniors	87.70	88.70	88.20	86.90	85.50	92.20	91.70	85.20	87.90
Full-time employees	181.80	182.50	174.60	171.30	179.30	176.20	197.80	214.70	180.40
Adults	189.50	190.50	186.70	181.50	189.50	187.60	203.00	221.60	189.40
Juniors	100.10	101.30	96.60	97.10	96.40	97.10	108.00	102.80	99.10

(a) Total (private and government) employees, including managerial, executive, etc., staff. (b) Last pay-period in October 1976.

**AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES (a), OCTOBER 1976 (b)**

	<i>Adult females</i>					
	<i>Adult males</i>	<i>Junior males</i>	<i>Manu- facturing</i>	<i>Non- manu- facturing</i>	<i>Total all industries</i>	<i>Junior females</i>
Average weekly earnings (\$)	63.80	23.60	71.50	72.60	72.40	23.20
Average weekly hours paid for	13.1	9.0	19.6	17.0	17.2	8.7
Average hourly earnings (\$)	4.87	2.62	3.55	4.28	4.21	2.66

(a) Total (private and government) employees. Part-time employees are those who normally work less than 30 hours a week. (b) Last pay-period in October 1976. For definitions and explanatory notes, etc. see pages 80-82.

# AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT

This section contains estimates of average weekly earnings per employed male unit (see below), approximating the average earnings of civilian male employees. Earnings figures for Australia are shown for each quarter from March quarter 1971 to December quarter 1976 and for States and Territories for each quarter from March quarter 1974. Financial year averages are also shown for the period 1966-67 to 1975-76. Estimates of average weekly ordinary time earnings of full-time adult male non-managerial employees are shown for Australia for each quarter from March quarter 1974.

All estimates from September quarter 1971 have been revised, as a result of the incorporation of a revised series of employment estimates, changes to the ratio of female to male average earnings and some amendments to the allowance made for earnings from second jobs. The seasonally adjusted series have also been reanalysed.

Current estimates are published in *Average Weekly Earnings* (Reference No. 6.18).

## Definitions of earnings

The earnings figures used in the calculation of the averages shown in the tables on pages 89 and 90 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and juniors as well as adults, are included.

Earnings figures used in calculating the averages shown in the second table on page 90 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of juniors, part-time employees and managerial, executive, etc. staff.

## Method of estimation

For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 90 per cent of wage and salary earners in these industries, as published monthly in the bulletin *Employment and Unemployment* (Reference No. 6.4). Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of average earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

## Male units

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from annual surveys of weekly earnings and hours and other sources. Ratios used during the period March quarter 1974 to December quarter 1976 are shown in the following table.

(Per cent)

Quarter	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia (a)
1974 - March	62	62	58	58	55	60	60	59	61
June	62	62	59	60	57	62	60	59	61
September	63	63	60	62	58	63	60	60	62
December	63	64	61	63	58	63	61	60	63
1975 - March	64	65	63	63	59	64	62	60	64
June	64	66	64	64	59	64	63	61	64
September	65	67	65	64	60	65	64	61	65
December	65	67	65	64	61	65	64	61	65
1976 - March	65	67	65	65	62	65	64	62	65
June	66	67	65	65	62	65	63	63	66
September	67	67	65	66	62	64	62	63	66
December	67	67	66	66	62	64	62	64	66

(a) Weighted average of the State and Territory ratios.

As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used. Approximate weighted averages of the State and Territory ratios are shown in the table. Changes in ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal

pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; if the ratio is understated by one per cent then average weekly earnings of \$190 would be overstated by about 70 cents.



### Seasonally adjusted estimates

Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying numbers of pay-days in different quarters (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series). Allowance for these variations, and for recurring seasonal influences, has been made in

calculating the seasonally adjusted estimates for all series shown in the tables.

The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators* (Reference No. 1.10).

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)

Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %	Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %
1971 -					1974 -				
March	82.00	86.80	+5.6	+12.6	March	113.30	119.30	+ 3.4	+17.0
June	89.80	88.90	+2.4	+12.7	June	128.70	127.30	+ 6.7	+18.9
September	90.50	90.80	+2.1	+12.8	September	138.40	140.50	+10.4	+25.0
December	96.50	92.10	+1.4	+12.0	December	154.40	147.70	+ 5.1	+28.0
1972 -					1975 -				
March	89.50	93.20	+1.2	+ 7.4	March	143.80	151.50	+ 2.6	+27.0
June	97.20	96.00	+3.0	+ 8.0	June	156.40	154.70	+ 2.1	+21.5
September	97.10	98.30	+2.4	+ 8.3	September	157.60	159.40	+ 3.0	+13.5
December	104.40	100.50	+2.2	+ 9.1	December	175.70	166.90	+ 4.7	+13.0
1973 -					1976 -				
March	97.40	102.00	+1.5	+ 9.4	March	165.30	171.10	+ 2.5	+12.9
June	108.20	107.10	+5.0	+11.6	June	179.80	178.80	+ 4.5	+15.6
September	110.60	112.40	+4.9	+14.3	September	184.80	184.90	+ 3.4	+16.0
December	120.40	115.40	+2.7	+14.8	December	195.50	187.40	+ 1.4	+12.3

(a) See "Male units" on page 88. (b) See "Seasonally adjusted estimates" above. (c) Percentage change over previous quarter in the seasonally adjusted series. (d) Percentage change over same quarter of previous year in the seasonally adjusted series.

## AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : STATES AND TERRITORIES

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T. (b)	A.C.T. (b)	Australia
1966-67	63.30	64.10	57.30	57.30	\$ 59.40	58.50	..	..	61.90
1967-68	66.70	67.80	60.30	60.60	64.10	62.00	..	..	65.50
1968-69	72.30	72.40	64.50	64.80	69.00	65.70	..	..	70.40
1969-70	78.50	78.40	69.40	70.30	75.70	70.90	..	..	76.30
1970-71	87.30	86.40	78.00	77.20	84.90	78.50	..	..	84.80
1971-72	96.30	93.90	87.40	86.00	93.60	87.50	..	..	93.40
1972-73	104.60	102.80	97.10	93.40	98.80	95.20	..	..	101.80
1973-74	121.20	118.80	113.50	110.40	115.00	110.50	..	..	118.30
1974-75	152.10	147.80	142.50	138.60	145.60	140.20	168.50	184.30	148.30
1975-76	172.70	170.50	163.50	158.50	169.10	157.80	190.00	209.00	169.60

## Original Series

1974 -									
Mar. qtr	117.10	112.90	108.90	106.10	111.10	101.60	136.30	145.50	113.30
June qtr	132.10	128.30	124.00	120.80	125.30	120.60	137.50	156.90	128.70
Sept. qtr	141.50	139.10	133.00	129.80	135.10	127.30	159.20	174.00	138.40
Dec. qtr	158.70	155.20	150.00	141.80	147.40	146.70	160.80	182.70	154.40
1975 -									
Mar. qtr	147.30	142.80	136.50	137.40	143.90	135.30	172.20	189.40	143.80
June qtr	160.70	154.20	150.40	145.30	156.00	151.40	181.60	191.10	156.40
Sept. qtr	160.60	157.70	150.80	148.10	159.00	150.30	186.30	200.50	157.60
Dec. qtr	178.20	178.00	169.90	163.70	173.70	164.70	188.70	205.20	175.70
1976 -									
Mar. qtr	168.50	165.50	158.20	154.40	164.80	151.20	185.50	208.30	165.30
June qtr	183.60	180.70	175.00	167.60	178.80	165.10	199.60	221.90	179.80
Sept. qtr	187.30	183.00	182.00	175.00	184.00	175.60	209.30	230.00	184.80
Dec. qtr	197.90	197.40	189.80	182.80	194.50	188.70	220.00	243.90	195.50

## Seasonally Adjusted Series (c)

1974 -									
Mar. qtr	122.80	118.90	114.60	110.30	115.50	108.10	135.90	150.00	119.30
June qtr	130.90	128.10	123.60	120.20	124.10	119.00	142.30	157.80	127.30
Sept. qtr	144.10	140.40	134.50	130.30	135.40	130.70	155.50	174.40	140.50
Dec. qtr	151.60	148.20	142.90	138.20	144.40	138.00	159.10	180.40	147.70
1975 -									
Mar. qtr	154.80	149.50	144.50	141.80	149.40	144.40	170.30	193.10	151.50
June qtr	159.10	154.60	148.80	145.70	154.30	148.90	184.30	190.60	154.70
Sept. qtr	163.00	159.00	153.30	148.40	160.20	152.20	185.40	197.10	159.40
Dec. qtr	168.80	168.20	160.60	157.20	168.20	154.80	188.90	205.30	166.90
1976 -									
Mar. qtr	173.80	170.60	164.90	158.00	169.30	156.30	187.90	214.60	171.10
June qtr	183.20	182.50	174.20	168.00	177.30	165.90	199.60	216.30	178.80
Sept. qtr	187.00	182.80	183.00	173.60	182.80	177.20	208.60	233.10	184.90
Dec. qtr	190.20	187.90	179.60	177.60	189.10	178.80	213.40	238.50	187.40

(a) See "Male units" on page 88. (b) Original series estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods prior to 1974-75 are not available. (c) See "Seasonally adjusted estimates" on page 89.

AVERAGE WEEKLY ORDINARY TIME EARNINGS,  
FULL-TIME ADULT MALE NON-MANAGERIAL EMPLOYEES (a)

Quarter	Original \$	Seasonally adjusted (b) \$	Annual change (c) %
1974 -			
March	98.00	103.50	16.3
June	113.00	111.50	18.6
September	121.00	123.00	25.5
December	137.50	131.50	30.8
1975 -			
March	130.50	137.00	32.4
June	142.50	141.00	26.5
September	144.50	146.50	19.1
December	160.00	152.00	15.6
1976 -			
March	150.00	155.50	13.5
June	164.50	163.50	16.0
September	169.00	169.00	15.4
December	179.00	171.50	12.8

(a) See "Definitions of earnings" on page 88. Figures have been rounded to the nearest 50 cents. (b) See "Seasonally adjusted estimates" on page 89. (c) Percentage change over same quarter of previous year in the seasonally adjusted series.

## PRESCRIBED RATES OF WAGE AND HOURS OF WORK

### Wage rates indexes

This section contains particulars of weighted average minimum weekly and hourly wage rates, and weighted average prescribed weekly hours of work, for adult males and adult females for Australia and each State, together with index numbers with base: year 1954=100. In this issue the figures shown are those operative in the months of 1976.

The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

The Wage Rates Indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and collective agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. in the various industries, thereby providing occupation weights. Revised indexes based on more up to date weighting patterns are being developed.

The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The current index for adult males includes rates for 3,415 award designations prescribed in 501 awards, determinations and collective agreements. As some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 award designations, 187 awards, etc. and 515 individual award occupations. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the

compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July 1974 and August 1974 issue of the *Wage Rates and Earnings* bulletin (Reference No. 6.16). The industry weighting pattern of the indexes was shown in *Labour Statistics* 1975 (page 80).

Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary earners are excluded. Thus awards relating to employees in the Finance and Property industry group (banking, insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linemen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included.

The rates for particular occupations used in the indexes are prescribed in awards, determinations and collective agreements as set out in the second paragraph on this page. Relevant rates of prescribed minimum wages for adult males and adult females (see page 100) are used when applicable. For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. Annual leave loadings, prescribed in many awards, etc., are not included in the wage rates indexes. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970 are included in the wage rates. The weekly rates used in the index for occupations specified in the National Building Trades Construction Award include the weekly base rate of pay, the special allowance and the industry allowance.

In recent years the award rates of pay for some government employees have been based on actual rates of pay for employees in the private sector, which include over-award payments, loadings, etc. Thus award rates of pay for government employees in certain occupations will be higher than those for private employees in comparable occupations. This may affect the relative levels of the weighted average minimum wage rates in industry groups which have a large component of government employees (for example, the Communication group).

The indexes are designed to measure trends in wage rates in current awards, etc. excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of great significance. Nevertheless, as noted on page 91, a revision of the index is under way.

Weekly wage rates for adult males cannot be compared directly with the average weekly earnings per employed male unit series shown on pages 88 to 90, because the latter includes the actual earnings of all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) in all industries. The figures of earnings are quarterly averages and include, in addition to wages and salaries at award, etc. rates, overtime earnings, over-award and bonus payments, and payments made in advance or retrospectively during the periods specified. The series on page 90, while confined to earnings of full-time adult male wage and salary earners excluding managers, etc., still includes all earnings other than overtime earnings. It therefore cannot be compared directly with weekly wage rates. They also reflect changes in the importance of different industries and occupations. Certain of these differences also apply to the average weekly earnings figures shown on page 73.

Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from

January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1967. For details of wage rates and index numbers from 1939 reference should be made to the following bulletins.

*Minimum Wage Rates, March 1939 to June 1965*  
(Reference No. 6.17)

*Wage Rates Indexes, June 1965 to June 1968*  
(Reference No. 6.21)

*Wage Rates Indexes, June 1968 to June 1972*  
(Reference No. 6.33)

*Wage Rates and Earnings, June 1976* (Reference No. 6.16) for final figures July 1972 to June 1975.

This publication contains figures for 1976. More recent figures may be obtained from the monthly bulletins *Wage Rates and Earnings* and the monthly statements *Wage Rates and Earnings (Preliminary)* (Reference No. 6.37).

In some cases, when awards, etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc., figures for February 1976 and subsequent months are subject to revision. As such revisions are made they are published in the normal monthly tables of this bulletin. Considerations of space preclude the publication herein of revised figures for each industry group in each State but these are available on request.

#### **Distribution of Weekly Wage Rates**

The table on page 99 shows the distribution of weekly wage rates included in the wage rates indexes, the weighted averages and medians of the indexes, and the percentage of index weights for wage rates equal to the various minimum wages. The figures relate to wage rates used in the compilation of the wage rates indexes, the scope and coverage of which are fully explained and defined in the notes above. The median divides a distribution into two equal groups, one group having rates equal to or above the median and the other having rates equal to or below it, each group having 50 per cent of the relevant weights. Medians were calculated from ungrouped data.

## WEEKLY WAGE RATES, ALL GROUPS (a), 1976

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements: and index numbers of wage rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES : WAGE RATES (\$)							
January	119.08	117.32	121.58	115.13	113.99	117.71	118.18
February	126.62	124.68	129.37	122.72	121.67	125.05	125.71
March	126.63	124.71	129.64	122.76	121.73	125.05	125.76
April	126.69	124.74	129.73	123.09	121.83	125.07	125.85
May	130.37	128.35	133.57	126.73	125.37	128.72	129.51
June	130.46	128.58	133.61	126.79	125.43	128.75	129.63
July	130.50	128.62	133.61	126.80	125.54	128.76	129.66
August	133.09	131.17	136.12	129.36	128.51	131.30	132.25
September	133.11	131.17	136.12	129.37	128.57	131.30	132.27
October	133.09	131.17	136.12	129.37	128.64	131.30	132.26
November	135.81	133.97	139.14	132.16	131.00	134.10	135.03
December	135.85	133.97	139.14	132.17	131.00	134.10	135.05

ADULT MALES : INDEX NUMBERS							
(Base: Weighted average weekly wage rate, Australia, year 1954 = 100)							
January	421.6	415.4	430.5	407.6	403.6	416.8	418.4
February	448.3	441.5	458.1	434.5	430.8	442.8	445.1
March	448.4	441.6	459.0	434.7	431.0	442.8	445.3
April	448.6	441.7	459.4	435.8	431.4	442.8	445.6
May	461.6	454.5	473.0	448.7	443.9	455.8	458.6
June	461.9	455.3	473.1	448.9	444.1	455.9	459.0
July	462.1	455.4	473.1	449.0	444.5	455.9	459.1
August	471.2	464.4	482.0	458.0	455.0	464.9	468.3
September	471.3	464.4	482.0	458.1	455.2	464.9	468.3
October	471.2	464.4	482.0	458.1	455.5	464.9	468.3
November	480.9	474.4	492.7	468.0	463.8	474.8	478.1
December	481.0	474.4	492.7	468.0	463.8	474.8	478.2

ADULT FEMALES : WAGE RATES (\$)							
January	109.29	109.20	110.22	103.49	104.94	105.56	108.63
February	116.23	116.17	118.13	113.15	111.19	112.33	115.84
March	116.23	116.24	118.13	113.41	111.58	112.33	115.90
April	116.44	116.49	118.32	116.35	111.75	112.44	116.32
May	120.16	119.90	121.85	119.84	114.90	115.98	119.87
June	120.16	119.90	122.04	119.84	115.30	115.98	119.91
July	120.16	119.90	122.04	119.84	116.09	115.98	119.95
August	122.71	122.42	124.51	122.35	118.31	118.49	122.45
September	122.71	122.42	124.51	122.35	118.32	118.49	122.45
October	122.71	122.42	124.51	122.35	118.69	118.49	122.47
November	125.39	125.09	127.61	125.04	120.96	121.10	125.17
December	125.39	125.09	127.61	125.11	120.96	121.10	125.18

ADULT FEMALES : INDEX NUMBERS							
(Base: Weighted average weekly wage rate, Australia, year 1954 = 100)							
January	549.0	548.5	553.6	519.8	527.1	530.2	545.7
February	583.8	583.6	593.4	568.4	558.5	564.2	581.9
March	583.8	583.9	593.4	569.7	560.5	564.2	582.2
April	584.9	585.2	594.4	584.4	561.3	564.8	584.3
May	603.6	602.3	612.1	602.0	577.2	582.6	602.1
June	603.6	602.3	613.0	602.0	579.2	582.6	602.3
July	603.6	602.3	613.0	602.0	583.2	582.6	602.5
August	616.4	614.9	625.4	614.6	594.3	595.2	615.1
September	616.4	614.9	625.4	614.6	594.3	595.2	615.1
October	616.4	614.9	625.4	614.6	596.2	595.2	615.2
November	629.8	628.3	641.0	628.1	607.6	608.3	628.8
December	629.8	628.3	641.0	628.4	607.6	608.3	628.8

(a) See page 92. For males excludes rural industry; for females also excludes mining and quarrying and building and construction. Figures for February 1976 and subsequent months are subject to revision.

# WEEKLY WAGE RATES : ADULT MALES, INDUSTRY GROUPS, 1976 (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of -	Manufacturing										Road and air transport	Shipping and stevedoring (c)	Comm-unication	Whole-sale and retail trade	Public authority (n.e.i.) and commun-ity and business services	Amuse-ment, hotels, personal service, etc.	All industry groups (d)
	Mining and quarrying (b)	Engin-eering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, furniture, etc.	Paper, printing, etc.	Other manu-facturing	All manu-facturing groups	Building and con-struction	Railway services							
WAGE RATES (\$)																	
January	147.08	110.62	108.41	114.95	111.91	119.20	113.07	112.11	128.12	108.96	116.57	144.87	141.67	117.71	120.20	108.96	118.18
February	156.72	117.70	115.36	122.64	119.02	126.90	120.22	119.31	135.51	115.93	124.18	154.14	150.98	125.51	127.76	116.15	125.71
March	156.77	117.70	115.36	122.64	119.04	126.90	120.23	119.32	135.73	115.93	124.18	154.14	150.98	125.59	128.09	116.27	125.76
April	156.88	117.80	115.57	122.87	119.23	126.92	120.28	119.44	135.73	115.93	124.20	154.21	150.98	125.69	128.21	116.41	125.85
May	160.98	121.29	119.01	126.42	122.68	130.78	123.87	122.97	139.83	119.34	127.79	157.97	154.81	129.42	131.91	119.74	129.51
June	161.62	121.37	119.03	126.50	122.68	130.78	124.08	123.06	140.19	119.38	127.79	157.97	154.81	129.42	131.91	119.86	129.63
July	162.02	121.39	119.03	126.64	122.68	130.79	124.09	123.09	140.19	119.38	127.79	157.98	154.81	129.46	131.91	119.86	129.66
August	164.84	123.98	121.55	129.16	125.41	133.35	126.68	125.67	142.79	121.88	130.33	160.54	157.40	132.02	134.92	122.28	132.25
September	165.11	123.99	121.55	129.16	125.41	133.35	126.68	125.68	142.80	121.88	130.36	160.54	157.40	132.02	134.93	122.28	132.27
October	164.84	123.99	121.55	129.16	125.41	133.35	126.69	125.68	142.80	121.88	130.36	160.54	157.40	132.02	134.93	122.39	132.26
November	167.86	126.70	124.22	132.03	128.05	136.23	129.45	128.42	145.19	124.37	133.25	163.98	160.86	134.96	137.82	124.99	135.03
December	168.26	126.70	124.22	132.03	128.05	136.23	129.45	128.42	145.19	124.37	133.25	163.98	160.86	134.96	137.82	124.99	135.05
INDEX NUMBERS																	
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)																	
January	520.8	391.7	383.9	407.0	396.3	422.1	400.4	397.0	453.7	385.8	412.8	513.0	501.6	416.8	425.6	385.8	418.4
February	554.9	416.7	408.5	434.2	421.4	449.3	425.7	422.5	479.8	410.5	439.7	545.8	534.6	444.4	452.4	411.3	445.1
March	555.1	416.8	408.5	434.2	421.5	449.3	425.7	422.5	480.6	410.5	439.7	545.8	534.6	444.7	453.5	411.7	445.3
April	555.5	417.1	409.2	435.1	422.2	449.4	425.9	422.9	480.6	410.5	439.8	546.0	534.6	445.0	454.0	412.2	445.6
May	570.0	429.5	421.4	447.6	434.4	463.1	438.6	435.4	495.1	422.6	452.5	559.3	548.3	458.3	467.1	424.0	458.6
June	572.3	429.8	421.5	447.9	434.4	463.1	439.3	435.7	496.4	422.7	452.5	559.3	548.2	458.3	467.1	424.4	459.0
July	573.7	429.8	421.5	448.4	434.4	463.1	439.4	435.8	496.4	422.7	452.5	559.4	548.2	458.4	467.1	424.4	459.1
August	583.7	439.0	430.4	457.3	444.0	472.2	448.5	445.0	505.6	431.6	461.5	568.5	557.3	467.5	477.7	433.0	468.3
September	584.6	439.0	430.4	457.3	444.0	472.2	448.5	445.0	505.6	431.6	461.6	568.5	557.3	467.5	477.8	433.0	468.3
October	583.7	439.0	430.4	457.3	444.0	472.2	448.6	445.0	505.6	431.6	461.6	568.5	557.3	467.5	477.8	433.4	468.3
November	594.4	448.6	439.9	467.5	453.4	482.4	458.4	454.7	514.1	440.4	471.8	580.6	569.6	477.9	488.0	442.6	478.1
December	595.8	448.6	439.9	467.5	453.4	482.4	458.4	454.7	514.1	440.4	471.8	580.6	569.6	477.9	488.0	442.6	478.2

(a) See page 92. Figures for February 1976 and subsequent months are subject to revision. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (d) Excludes rural industry.

## WEEKLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 1976 (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of -	Manufacturing					Transport and comm- unication	Whole- sale and retail trade	Public authority (n.e.i.) and community and business services	Amuse- ment, hotels, personal service, etc.	All industry groups (b)
	Engin- eering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manu- facturing	All manu- facturing groups					
WAGE RATES (\$)										
January	106.85	101.11	107.45	107.04	104.25	112.49	115.21	113.80	105.10	108.63
February	114.07	107.64	114.79	114.09	111.12	119.74	123.37	120.99	111.49	115.84
March	114.07	107.64	114.79	114.09	111.12	119.74	123.45	121.19	111.68	115.90
April	114.68	108.27	115.23	114.36	111.65	120.24	123.84	121.28	111.96	116.32
May	118.08	111.53	118.66	117.79	114.99	123.95	127.84	124.82	115.24	119.87
June	118.08	111.62	118.66	117.79	115.03	123.95	127.84	124.82	115.43	119.91
July	118.14	111.63	118.71	117.83	115.06	123.98	127.95	124.82	115.43	119.95
August	120.64	114.13	121.22	120.28	117.55	126.68	130.49	127.32	117.82	122.45
September	120.64	114.13	121.22	120.28	117.55	126.68	130.49	127.33	117.82	122.45
October	120.64	114.13	121.22	120.28	117.55	126.68	130.49	127.33	118.00	122.47
November	123.29	116.62	123.99	123.00	120.16	129.45	133.43	130.08	120.43	125.17
December	123.29	116.62	124.07	123.00	120.17	129.45	133.43	130.08	120.43	125.18

## INDEX NUMBERS

(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)

January	536.7	507.9	539.8	537.7	523.6	565.1	578.7	571.6	527.9	545.7
February	573.0	540.7	576.6	573.1	558.2	601.4	619.7	607.8	560.0	581.9
March	573.0	540.7	576.6	573.1	558.2	601.4	620.1	608.8	561.0	582.2
April	576.1	543.9	578.8	574.4	560.8	604.0	622.1	609.2	562.4	584.3
May	593.1	560.2	596.1	591.7	577.6	622.6	642.2	627.0	578.9	602.1
June	593.1	560.7	596.1	591.7	577.8	622.6	642.2	627.0	579.8	602.3
July	593.4	560.7	596.3	591.9	578.0	622.8	642.7	627.0	579.8	602.5
August	606.0	573.3	608.9	604.2	590.5	636.3	655.5	639.5	591.8	615.1
September	606.0	573.3	608.9	604.2	590.5	636.3	655.5	639.6	591.8	615.1
October	606.0	573.3	608.9	604.2	590.5	636.3	655.5	639.6	592.7	615.2
November	619.3	585.8	622.8	617.8	603.6	650.3	670.2	653.4	604.9	628.8
December	619.3	585.8	623.2	617.8	603.6	650.3	670.2	653.4	604.9	628.8

(a) See page 92. Figures for February 1976 and subsequent months are subject to revision. (b) Excludes rural industry; mining and quarrying; and building and construction.

## HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a), 1976

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
January	297.69	292.04	303.31	286.00	283.68	290.94	294.63
February	316.81	310.62	323.02	305.08	303.10	309.16	313.67
March	316.82	310.70	323.71	305.19	303.26	309.16	313.81
April	317.00	310.78	323.94	306.04	303.51	309.20	314.03
May	326.24	319.79	333.60	315.15	312.38	318.30	323.22
June	326.48	320.40	333.69	315.30	312.55	318.38	323.52
July	326.57	320.49	333.69	315.33	312.83	318.38	323.61
August	333.09	326.88	340.01	321.74	320.30	324.76	330.12
September	333.15	326.88	340.01	321.78	320.47	324.76	330.15
October	333.09	326.88	340.01	321.76	320.65	324.76	330.14
November	339.90	333.85	347.54	328.71	326.50	331.66	337.05
December	339.99	333.85	347.54	328.74	326.50	331.66	337.08

## INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)

January	420.8	412.8	428.7	404.2	401.0	411.2	416.4
February	447.8	439.0	456.6	431.2	428.4	437.0	443.4
March	447.8	439.1	457.5	431.4	428.6	437.0	443.5
April	448.0	439.3	457.9	432.6	429.0	437.0	443.9
May	461.1	452.0	471.5	445.4	441.5	449.9	456.8
June	461.5	452.9	471.6	445.6	441.8	450.0	457.3
July	461.6	453.0	471.6	445.7	442.2	450.0	457.4
August	470.8	462.0	480.6	454.8	452.7	459.0	466.6
September	470.9	462.0	480.6	454.8	453.0	459.0	466.6
October	470.8	462.0	480.6	454.8	453.2	459.0	466.6
November	480.4	471.9	491.2	464.6	461.5	468.8	476.4
December	480.6	471.9	491.2	464.7	461.5	468.8	476.4

(a) See page 92. Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for February 1976 and subsequent months are subject to revision.

# HOURLY WAGE RATES : ADULT MALES, INDUSTRY GROUPS, 1976 (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of -	Mining and quarrying (b)	Manufacturing							Building and construction	Railway services	Road and air transport	Communication	Wholesale and retail trade	Public authority (n.e.i.) and community and business services	Amusement, hotels, personal service, etc.	All industry groups (c)
		Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups								
WAGE RATES (cents)																
January	396.89	276.56	271.03	287.51	279.79	298.38	282.79	280.33	320.31	272.47	291.43	357.30	294.27	306.24	272.40	294.63
February	422.91	294.38	288.39	306.73	297.54	317.67	300.67	298.41	338.78	289.88	310.45	388.61	313.77	325.50	290.37	313.67
March	423.04	294.38	288.41	306.74	297.60	317.67	300.69	298.42	339.32	289.88	310.45	388.61	313.97	326.34	290.67	313.81
April	423.33	294.65	288.92	307.33	298.08	317.72	300.82	298.72	339.32	289.88	310.49	388.61	314.21	326.63	291.02	314.03
May	434.39	303.36	297.53	316.20	306.71	327.37	309.79	307.54	349.58	298.42	319.48	398.46	323.56	336.08	299.34	323.22
June	436.12	303.57	297.57	316.40	306.71	327.37	310.31	307.77	350.49	298.53	319.48	398.46	323.56	336.08	299.64	323.52
July	437.21	303.61	297.59	316.74	306.71	327.41	310.34	307.85	350.49	298.53	319.48	398.46	323.64	336.08	299.64	323.61
August	444.81	310.08	303.87	323.06	313.52	333.80	316.81	314.31	356.98	304.78	325.82	405.12	330.06	343.75	305.70	330.12
September	445.53	310.13	303.87	323.06	313.52	333.80	316.81	314.33	357.00	304.78	325.89	405.12	330.06	343.76	305.70	330.15
October	444.81	310.11	303.87	323.06	313.52	333.80	316.86	314.33	357.01	304.78	325.89	405.12	330.06	343.76	305.99	330.14
November	452.96	316.89	310.56	330.22	320.12	341.02	323.76	321.19	362.98	310.98	333.13	414.02	337.41	351.13	312.47	337.05
December	454.05	316.91	310.56	330.22	320.12	341.02	323.76	321.20	362.98	310.98	333.13	414.02	337.41	351.13	312.47	337.08
INDEX NUMBERS																
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)																
January	561.0	390.9	383.1	406.4	395.5	421.7	399.7	396.2	452.7	385.1	411.9	505.0	415.9	432.8	385.0	416.4
February	597.7	416.1	407.6	433.5	420.6	449.0	425.0	421.8	478.8	409.7	438.8	549.3	443.5	460.1	410.4	443.4
March	597.9	416.1	407.6	433.5	420.6	449.0	425.0	421.8	479.6	409.7	438.8	549.3	443.8	461.3	410.8	443.5
April	598.3	416.5	408.4	434.4	421.3	449.1	425.2	422.2	479.6	409.7	438.9	549.3	444.1	461.7	411.3	443.9
May	614.0	428.8	420.5	446.9	433.5	462.7	437.9	434.7	494.1	421.8	451.6	563.2	457.3	475.0	423.1	456.8
June	616.4	429.1	420.6	447.2	433.5	462.7	438.6	435.0	495.4	421.9	451.6	563.2	457.3	475.0	423.5	457.3
July	618.0	429.1	420.6	447.7	433.5	462.8	438.6	435.1	495.4	421.9	451.6	563.2	457.4	475.0	423.5	457.4
August	628.7	438.3	429.5	456.6	443.1	471.8	447.8	444.3	504.6	430.8	460.5	572.6	466.5	485.9	432.1	466.6
September	629.7	438.3	429.5	456.6	443.1	471.8	447.8	444.3	504.6	430.8	460.6	572.6	466.5	485.9	432.1	466.6
October	628.7	438.3	429.5	456.6	443.1	471.8	447.9	444.3	504.6	430.8	460.6	572.6	466.5	485.9	432.5	466.6
November	640.2	447.9	438.9	466.7	452.5	482.0	457.6	454.0	513.1	439.6	470.8	585.2	476.9	496.3	441.7	476.4
December	641.8	447.9	438.9	466.7	452.5	482.0	457.6	454.0	513.1	439.6	470.8	585.2	476.9	496.3	441.7	476.4

(a) See page 92. Figures for February 1976 and subsequent months are subject to revision. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Excludes rural industry and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available.



## HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a), 1976

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of --	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
January	276.51	274.31	277.63	260.23	263.79	266.39	273.83
February	294.06	291.84	297.54	284.55	279.48	283.48	292.00
March	294.06	291.99	297.54	285.19	280.46	283.48	292.15
April	294.59	292.64	298.04	292.58	280.89	283.77	293.21
May	304.02	301.21	306.92	301.37	288.82	292.68	302.16
June	304.02	301.21	307.40	301.37	289.82	292.68	302.26
July	304.02	301.21	307.40	301.37	291.82	292.68	302.36
August	310.45	307.52	313.62	307.68	297.38	299.04	308.68
September	310.45	307.52	313.62	307.68	297.41	299.04	308.68
October	310.45	307.52	313.62	307.68	298.35	299.04	308.73
November	317.23	314.23	321.43	314.43	304.06	305.62	315.53
December	317.23	314.23	321.43	314.60	304.06	305.62	315.55
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
January	551.2	546.8	553.4	518.7	528.8	531.0	545.8
February	586.1	581.7	593.1	567.2	557.1	565.0	582.0
March	586.1	582.0	593.1	568.5	559.0	565.0	582.3
April	587.2	583.3	594.1	583.2	559.9	565.6	584.4
May	606.0	600.4	611.8	600.7	575.7	583.4	602.3
June	606.0	600.4	612.7	600.7	577.7	583.4	602.5
July	606.0	600.4	612.7	600.7	581.7	583.4	602.7
August	618.8	613.0	625.1	613.3	592.7	596.0	615.3
September	618.8	613.0	625.1	613.3	592.8	596.0	615.3
October	618.8	613.0	625.1	613.3	594.7	596.0	615.4
November	632.3	626.3	640.7	626.7	606.1	609.2	628.9
December	632.3	626.3	640.7	627.1	606.1	609.2	629.0

(a) See page 92. Excludes rural industry; mining and quarrying; and building and construction. Figures for February 1976 and subsequent months are subject to revision.

## HOURLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 1976 (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of —	Manufacturing					Transport and communication	Whole-sale and retail trade	Public authority (n.e.i.) and community and business services	Amusement, hotels, personal service, etc.	All industry groups
	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manufacturing	All manufacturing groups					
WAGE RATES (Cents)										
January	267.51	252.89	268.64	268.45	260.92	296.73	289.33	292.36	264.89	273.83
February	285.60	269.22	286.98	286.14	278.12	315.83	309.83	310.84	281.00	292.00
March	285.60	269.22	286.98	286.14	278.12	315.83	310.01	311.35	281.48	292.15
April	287.13	270.80	288.09	286.80	279.44	317.17	311.00	311.57	282.18	293.21
May	295.64	278.96	296.66	295.41	287.81	326.94	321.05	320.68	290.43	302.16
June	295.64	279.19	296.66	295.41	287.92	326.94	321.05	320.68	290.92	302.26
July	295.77	279.20	296.77	295.51	287.98	327.03	321.31	320.68	290.92	302.36
August	302.03	285.46	303.04	301.66	294.22	334.15	327.69	327.10	296.93	308.68
September	302.03	285.46	303.04	301.66	294.22	334.15	327.69	327.11	296.93	308.68
October	302.03	285.46	303.04	301.66	294.22	334.15	327.69	327.11	297.39	308.73
November	308.69	291.69	309.97	308.47	300.75	341.47	335.08	334.18	303.51	315.53
December	308.69	291.69	310.16	308.47	300.77	341.47	335.08	334.18	303.51	315.55
INDEX NUMBERS										
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)										
January	533.2	504.1	535.4	535.1	520.1	591.4	576.7	582.7	528.0	545.8
February	569.3	536.6	572.0	570.3	554.4	629.5	617.6	619.6	560.1	582.0
March	569.3	536.6	572.0	570.3	554.4	629.5	617.9	620.6	561.0	582.3
April	572.3	539.8	574.2	571.7	557.0	632.2	619.9	621.0	562.4	584.4
May	589.3	556.0	591.3	588.8	573.7	651.7	639.9	639.2	578.9	602.3
June	589.3	556.5	591.3	588.8	573.9	651.7	639.9	639.2	579.9	602.5
July	589.5	556.5	591.5	589.0	574.0	651.8	640.4	639.2	579.9	602.7
August	602.0	569.0	604.0	601.3	586.4	666.0	653.2	652.0	591.9	615.3
September	602.0	569.0	604.0	601.3	586.4	666.0	653.2	652.0	591.9	615.3
October	602.0	569.0	604.0	601.3	586.4	666.0	653.2	652.0	592.8	615.4
November	615.3	581.4	617.8	614.9	599.5	680.6	667.9	666.1	605.0	628.9
December	615.3	581.4	618.2	614.9	599.5	680.6	667.9	666.1	605.0	629.0

For footnotes see table above.

## PRESCRIBED WEEKLY HOURS OF WORK, DECEMBER 1976

Indexes of weighted average weekly hours of work (excluding overtime) as prescribed in awards, determinations and collective agreements.

<i>Industry group</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
<b>ADULT MALES</b>							
Mining and quarrying	35.75	40.00	37.88	40.00	38.16	39.12	37.06
Manufacturing –							
Engineering, metals, vehicles, etc.	39.99	39.97	39.98	40.00	39.97	40.00	39.98
Textiles, clothing and footwear	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Food, drink and tobacco	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Sawmilling, furniture, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paper, printing, etc.	40.00	39.94	40.00	40.00	39.21	40.00	39.95
Other manufacturing	40.00	39.96	40.00	39.91	40.09	39.97	39.98
<i>All manufacturing groups</i>	39.99	39.98	39.99	39.98	39.97	40.00	39.98
Building and construction	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Railway services	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Road and air transport	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Communication	38.98	38.83	38.83	38.38	38.83	38.78	38.85
Wholesale and retail trade	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Public authority (n.e.i.) and community and business services	39.23	38.93	39.52	39.23	39.58	39.39	39.25
Amusement, hotels, personal service, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
<b>All industry groups (a)</b>	<b>39.74</b>	<b>39.92</b>	<b>39.84</b>	<b>39.92</b>	<b>39.80</b>	<b>39.89</b>	<b>39.83</b>
<b>ADULT FEMALES</b>							
Manufacturing –							
Engineering, metals, vehicles, etc.	39.97	39.87	40.00	40.00	40.00	40.00	39.94
Textiles, clothing and footwear	39.95	40.00	40.00	40.00	40.00	40.00	39.98
Food, drink and tobacco	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Other manufacturing	39.79	39.94	40.00	39.86	40.00	40.00	39.87
<i>All manufacturing groups</i>	39.92	39.97	40.00	39.97	40.00	40.00	39.95
Transport and communication	38.04	37.94	37.81	37.84	37.87	36.28	37.91
Wholesale and retail trade	39.55	40.00	40.00	40.00	40.00	40.00	39.82
Public authority (n.e.i.) and community and business services	38.49	39.25	39.24	39.19	39.44	37.67	38.92
Amusement, hotels, personal service, etc.	39.40	39.94	39.91	39.85	39.92	39.88	39.68
<b>All industry groups (b)</b>	<b>39.53</b>	<b>39.81</b>	<b>39.70</b>	<b>39.77</b>	<b>39.78</b>	<b>39.63</b>	<b>39.67</b>

(a) Excludes rural industry and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the later definite particulars of prescribed hours of work are not available. (b) Excludes rural industry; mining and quarrying; and building and construction.

## DISTRIBUTION OF WEEKLY WAGE RATES; WAGE RATES INDEXES, NOVEMBER 1976 (a)

Weekly wage rates payable for a full week's work (excluding overtime) as prescribed in awards, determinations and collective agreements.

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES							
Weekly wage rates (\$) -	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 99.99	..	..	..	..	8.0	..	0.6
100.00 to 104.99	2.9	0.6	2.1	1.5	3.0	0.8	2.0
105.00 to 109.99	6.8	6.0	1.3	6.6	7.6	2.5	5.7
110.00 to 114.99	7.2	6.9	1.2	8.2	7.3	7.5	6.4
115.00 to 119.99	7.7	10.8	10.1	8.9	8.2	14.8	9.3
120.00 to 124.99	9.8	7.2	7.3	8.0	6.0	12.0	8.4
125.00 to 129.99	8.6	19.2	20.5	16.9	5.4	7.9	13.7
130.00 to 134.99	18.7	15.8	7.4	19.3	16.9	18.8	16.3
135.00 to 139.99	7.8	6.9	11.7	6.9	7.6	9.1	8.0
140.00 to 144.99	5.2	7.3	8.1	4.6	3.1	3.0	5.9
145.00 to 149.99	2.9	2.1	5.6	1.2	17.7	5.0	4.0
150.00 to 159.99	8.6	4.7	7.9	8.2	3.3	4.9	6.9
160.00 to 169.99	4.8	5.2	12.3	8.6	3.0	11.5	6.4
170.00 to 179.99	4.2	4.7	1.3	0.2	0.1	0.3	3.2
180.00 to 189.99	1.6	1.8	1.2	0.2	1.2	0.4	1.4
190.00 to 199.99	2.8	0.7	1.8	0.5	1.1	1.4	1.7
200.0 and over	0.5	0.2	0.3	0.2	0.7	0.1	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted average (mean)(\$)	135.35	133.94	138.93	132.05	130.45	133.99	134.77
Median (\$) (b)	130.90	129.90	135.00	129.80	131.40	130.80	130.90
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	..	0.3	..	0.2	..	0.4	0.1
State awards, etc.	4.7	*	2.4	2.4	9.1	0.4	3.7
All awards, etc.	2.1	0.2	1.8	0.8	8.0	0.4	1.8
ADULT FEMALES							
Weekly wage rates (\$) -	Proportion of index weights in each weekly wage rates group (per cent)						
Less than 95.00	..	..	..	..	0.6	..	*
95.00 to 99.99	..	..	..	..	1.5	..	0.1
100.00 to 104.99	1.5	1.1	2.7	4.1	15.5	1.6	2.4
105.00 to 109.99	11.9	18.0	7.6	13.0	7.6	23.0	13.5
110.00 to 114.99	4.8	4.0	2.5	4.3	8.3	10.9	4.6
115.00 to 119.99	26.3	26.8	21.1	15.2	14.0	21.4	24.4
120.00 to 124.99	5.7	3.9	10.3	6.7	2.7	7.9	5.6
125.00 to 129.99	7.9	9.4	21.8	8.2	22.3	5.4	10.6
130.00 to 134.99	15.0	10.8	4.1	32.2	25.2	25.0	14.5
135.00 to 139.99	18.7	0.8	23.7	14.2	1.0	2.3	11.7
140.00 to 144.99	7.3	12.9	5.5	0.7	0.6	0.6	8.0
145.00 to 149.99	0.5	10.9	0.4	0.7	0.1	0.9	3.9
150.00 and over	0.4	1.4	0.6	0.8	0.5	1.0	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted average (mean) (\$)	125.35	125.08	126.39	125.01	120.74	121.08	125.01
Median (\$) (b)	123.80	118.70	127.90	129.50	124.70	118.90	123.30
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	0.5	1.8	..	1.0	2.2	..	1.0
State awards, etc.	1.1	..	4.1	1.2	1.9	2.8	1.3
All awards, etc.	0.8	1.0	2.7	1.0	2.0	1.4	1.2

(a) See explanatory notes on page 92. Figures in this table may not agree with corresponding averages for November 1976 shown in other tables of this Section which include later revised figures.

## BASIC WAGES, MINIMUM WAGES, AND INCREASES IN TOTAL AWARD WAGES

The tables in this section give details of basic wages, minimum wages and increases in award total wages operative in 1976. Figures for earlier periods are published in *Labour Statistics 1975* and in the monthly bulletin *Wage Rates and Earnings* (Reference No. 6.16).

## STATE BASIC WAGES : WEEKLY RATES (\$)

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a) 22 November 1976	59.90	50.60	South Australia	..	(b)	(b)
Victoria	..	(b)	(b)	Western Australia	(a) 31 May 1974	48.50	43.50
Queensland (c)	22 November 1976	65.60	51.70	Tasmania	(a) 22 November 1976	62.90	62.90

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Basic wage rates no longer operate. (c) Rates shown are operative in the Southern Division - Eastern District (including Brisbane). District allowances are added for other areas - Southern Division (Western District) \$1.05, Mackay Division 90c, Northern Division (Eastern District) \$1.05, and Northern Division (Western District) \$3.25 a week. For adult female basic wages the allowances are 75 per cent of these amounts.

## MINIMUM WAGE : WEEKLY RATES (\$) - ADULT MALES AND ADULT FEMALES, FEDERAL AWARDS

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	"Six Capital Cities"	Canberra	Darwin (b)
1975 18 September	83.60	82.80	81.10	82.40	82.90	83.50	82.90	83.10	85.80
1976 - 15 February	89.00	88.10	86.30	87.70	88.20	88.80	88.20	88.40	91.30
1 April	94.00	93.10	91.30	92.70	93.20	93.80	93.20	93.40	96.30
15 May	96.80	95.90	94.00	95.50	96.00	96.60	96.00	96.20	99.20
15 August	99.30	98.40	96.50	98.00	98.50	99.10	98.50	98.70	101.70
22 November	101.50	100.60	98.60	100.20	100.70	101.30	100.70	100.90	103.90

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable in the Northern Territory north of the 20th parallel of south latitude. Rates for the Northern Territory south of this parallel are \$1.60 a week less.

## MINIMUM WAGE : WEEKLY RATES (\$) - STATE AWARDS

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a) 22 November 1976	101.50	101.50	South Australia	(a) 22 November 1976	100.20	100.20
Victoria	(a) 22 November 1976	100.60	100.60	Western Australia	(a) 15 November 1976	99.80	97.00
Queensland (b)	22 November 1976	101.10	101.10	Tasmania	(a) 22 November 1976	102.30	102.30

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) See footnote (c) to first table on this page.

## GENERAL INCREASES IN AWARD TOTAL WAGES - ADULT MALES AND ADULT FEMALES

Federal awards		Victorian Wages Board determinations		South Australian State awards	
Date operative (a)	Increase	Date operative (a)	Increase	Date operative (a)	Increase
1976 - 15 February	6.4 per cent	1976 - 15 February	6.4 per cent	1976 - 15 February	6.4 per cent
15 May	(b)3.0 per cent	15 May	(b)3.0 per cent	15 May	(b)3.0 per cent
15 August	(c)1.5 per cent	15 August	(c)1.5 per cent	15 August	(c)1.5 per cent
22 November	2.2 per cent	22 November	2.2 per cent	22 November	2.2 per cent

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Increase 3 per cent up to a maximum of \$3.80 a week. (c) \$2.50 for wage rates up to \$166 per week. 1.5 per cent for wage rates over \$166 per week.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, PRINCIPAL OCCUPATIONS

The rates of pay and hours of work in the tables in this section have been taken from awards, determinations and collective agreements of industrial tribunals and in some cases from unregistered collective agreements operative at 31 December 1976. The occupations shown are a sample of those appearing in the six-monthly publication *Award Rates of Pay and Prescribed Hours of Work - Adult Males and Adult Females - State Capital Cities* (Reference No. 6.15). Rates shown are those payable in the capital cities except for those in primary production and coal mining and shipping.

The rates of pay quoted are those which had been notified by 30 April 1977 and may be subject to revision due to retrospective adjustments to awards, etc.

For some occupations more than one wage rate is quoted, indicating that there are different classes or grades of work or that different rates are payable according to locality. Where only two rates are specified,

they are shown in the form \$132.70 and \$136.00. In other cases the rates are shown in the form \$132.10 - \$143.90, indicating that, in addition to the two rates specified, certain intermediate rates are also prescribed.

The weekly rates shown are generally those prescribed in awards, etc. for a full week's work (excluding overtime). Where it is not possible to quote such rates, hourly or daily rates are shown. Prescribed rates of minimum wage for adult males and adult females (see page 100) are used where applicable. For most occupations the hours constituting a full week's work (excluding overtime) are 40, where the weekly hours prescribed differ from 40 they are shown in footnotes to the tables.

The wage rates and hours of work shown in these tables have been compiled for statistical purposes only, and any inquiries regarding specific rates prescribed for particular occupations should be addressed to the appropriate industrial tribunal.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, STATE CAPITAL CITIES, 31 DECEMBER 1976 (\$)

Industry and occupation	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania
<b>Primary Production -</b>						
Fruit picker	(a)112.60	(a)112.60	101.10	(a)112.60	..	(a)112.60
General station hand (b)	(a)115.20	(a)115.20	(c)118.25	(a)115.20	(a)115.20	(a)115.20
Shearer per 100 flock sheep (d)	53.55	53.55	53.94	53.55	53.55	53.55
Shed hand (d)	157.40	157.40	191.20	157.40	157.40	157.40
<b>Coal Mining (e) -</b>						
Labourer	(f)134.50	..	(f)164.70-166.50	..	(f)122.87	(f)133.00
Machine miner	(f)150.50	..	(f)147.10-149.00	(g)166.05-175.80	(f)145.65	(f)150.30
	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>
<b>Engineering etc. -</b>						
Boilermaker	130.90	129.90	144.58	129.30	149.10	130.80
Fitter and/or turner	130.90	129.90	144.58	129.30	149.10	130.80
Labourer	103.90	102.70	117.03	102.20	102.80	114.10
Machinist, 2nd class	118.10	117.00	117.20	116.30	116.40	118.00
Process worker	109.90	108.80	108.80	108.40	108.90	109.80
Storeman	115.90	114.90	115.00	113.40	113.90	115.80
Welder, 1st class	130.90	129.90	145.64	129.30	149.40	130.80
<b>Textiles, Footwear -</b>						
Footwear manufacturing	115.90-28.40	115.90-128.40	115.90-128.40	115.90-128.40	115.90-128.40	115.90-128.40
Labourer, woollen mills	111.20	111.20	111.20	111.20	111.20	111.20
<b>Food Manufacturing -</b>						
Bread carter	139.00	128.90	135.32	135.40	126.40&131.10	132.20-144.10
Bread doughmaker	145.00	157.20	138.25	138.70	154.70	159.50
General hand - butter, cheese and milk processing	125.20	120.40	122.08	127.60	127.40	115.80
General hand - jam fruit and vegetable preserving	120.50	120.50	119.40	120.50	111.30	120.50
Slaughterman (beef)	(h)	144.60	159.40	165.90	146.20	171.80
Slaughterman (mutton)	(h)	144.60	159.40	149.00	146.20	165.00
<b>Furniture Making -</b>						
Cabinet maker	140.50	129.30	145.99	128.90	148.90	130.30
Wood machinist	140.50	111.80-129.30	145.99	111.40-128.90	126.40&148.90	112.60-130.30

(a) 44 hours. (b) Without keep. (c) No limitation of hours prescribed. (d) Shearers' and wool pressers' hours are 40 a week; shed hands' hours are the same as shearers', with such additional time as may be necessary to finish picking up fleeces, etc. Should the time engaged picking up, etc. exceed 30 minutes a day all time thereafter is paid as overtime. Rates shown are "not found" rates. "Found" rates are \$25.85 a week less, except in Queensland, where they are \$39.53 a week less. (e) An additional amount for attendance allowance is payable for each full fortnightly pay-period worked. (f) 35 hours. (g) Open cut mining (dragline and shovel operator). (h) Piece work rates.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1976 - continued

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
<b>Sawmilling and Timber Yards</b>						
Benchman, No. 1	135.80	134.90	140.74	134.20	134.90	135.70
Circular sawyer	119.60&123.70	118.60&122.50	..	118.10&121.90	116.00&122.50	119.50&123.30
Log yardman	135.80	134.90	131.67	134.20	104.20	135.70
<b>General Printing</b>						
Machine compositor	143.40	142.30	140.00	141.90	142.40	143.30
Machine operator	136.80	135.70	133.30	135.30	135.80	136.60
<b>Newspaper Printing</b>						
Machine compositor						
Day work	148.40	187.75	184.07	180.70	182.80	180.70
Night work	(a)166.03	(a)215.45	(b)215.13	(a)211.30	(c)212.53	(a)211.30
<b>Machinist</b>						
Day work	116.70&141.00	178.10	(b)177.51&184.07	175.00&178.30	(a)169.90	175.00&178.30
Night work	(a)134.33&158.63	(a)205.80	(b)208.57&215.13	(a)205.60&208.90	(c)199.63	(a)205.60&208.90
<b>Other Manufacturing</b>						
Brickmaking labourer	124.60	128.20	122.21	122.10	124.40	126.30
General factory employee						
asbestos cement goods	129.80	126.60	129.17	128.70	126.90	105.70
Electricity linesman	143.30&152.20	130.80&145.70	147.69	137.70&151.00	138.70&146.40	122.70-135.70
Moulder, cement goods	130.40	128.50&130.40	129.74	100.90	118.40	128.70
<b>Building (d)</b>						
Bricklayer	191.80	191.80	191.80	191.80	169.72	191.80
Builder's labourer, skilled	177.30-186.30	177.20	177.20	177.30-186.30	161.06	177.20
Carpenter	191.80	191.80	191.80	191.80	170.36	191.80
Painter	191.80	191.80	191.80	191.80	169.13	191.80
Plumber	204.05	211.60	169.30	(e)187.80	173.63	161.80
Roof tiler	191.80	191.80	191.80	191.80	139.10	191.80
<b>Railway Services</b>						
Fitter, labourer, etc.	110.60-113.00	110.10	133.17	121.45	97.40	114.40
Locomotive engine driver	146.75-155.95	145.00-154.10	168.63-174.46	145.05-153.95	149.60-151.80	149.85-158.95
Porter	108.30-115.20	107.80-114.70	131.12&134.80	108.30-123.35	99.80-103.80	112.05-130.70
Guard	123.35-134.55	122.00-133.80	153.81-162.50	123.35-134.55	111.90-120.70	125.80-135.80
<b>Road Transport</b>						
Motor mechanic	130.90	129.90	144.58	129.30	149.10	130.80
Motor truck driver						
Truck 1.2 tonnes or less	(f)146.40	128.80	(g)132.44	128.20	(g)128.90	129.80
Truck over 1.2 to 3 tonnes	(h)150.10	131.30	(i)134.58	130.40	(i)131.40	132.10
Truck over 3 to 6 tonnes	(j)151.20-155.00	133.50	(k)136.87	132.80	(k)133.60	134.80
Bus driver, one-man operator (1)	136.95	131.10	141.73&143.73	134.50	133.45	134.80
<b>Shipping and Stevedoring</b>						
Able seamen, cargo vessels (m)	197.00-201.10	197.00-201.10	197.00-201.10	197.00-201.10	197.00-201.10	197.00-201.10
Wharf labourer, permanent	167.10	167.10	167.10	167.10	167.10	(n)151.00
<b>Communication</b>						
Mail officer	136.70	136.70	136.70	136.70	136.70	136.70
Lineman, grade 1	131.30-141.10	131.30-141.10	131.30-141.10	131.30-141.10	131.30-141.10	131.30-141.10
Telecommunications tradesman	156.00	156.00	156.00	156.00	156.00	156.00
<b>Wholesale and Retail Trade</b>						
Retail butcher	132.60	136.10	133.80	135.60	136.10	148.40
Commercial traveller (v)	156.60	146.20	144.30	140.80	145.50	125.80-142.90
Clerk, retail stores	134.90	146.12	139.28	133.60-170.50	136.20	106.60-134.90
Shop assistant	134.60	132.47	129.39	132.77	133.90	106.60-134.90
Storeman, retail stores	131.40	126.60	129.39	122.60	130.20	123.00

(a) 38 hours. (b) 39 hours. (c) 36 hours. (d) The rates shown for Sydney, Melbourne, Adelaide and Hobart are weekly equivalents of hourly rates. They include allowances for excess fares and travelling time, sick leave, statutory holidays, following the job, etc. (e) Weekly rates prescribed for a full week's work (excluding overtime). (f) Manufacturers gross vehicle weight up to 6,500 lb. (g) Truck 25 cwt or less. (h) Manufacturers gross vehicle over 10,250 lb. to 13,750 lb. (i) Truck over 25 cwt to 3 tons. (j) Manufacturers gross vehicle weight over 13,750 lb to 27,250 lb. (k) Truck over 3 tonnes to 6 tonnes. (l) Government operated services only. (m) 8 hours a day. Rates include keep and accommodation valued at \$7.24 a week. (n) Weekly equivalent of guaranteed usage for four week period, for average weekly hours of 20 or more. (v) Local or city.

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT MALES, 31 DECEMBER 1976 - continued

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
<b>Public Authority (N.E.I.) and Community and Business Services</b>						
Australian Public Service (a)						
Clerk, Class 1, 21 years	136.70	136.70	136.70	136.70	136.70	136.70
Clerical assistant	122.60-163.60	122.60-163.60	122.60-163.60	122.60-163.60	122.60-163.60	122.60-163.60
Fireman	153.40-186.45	154.08-173.07	138.87-187.11	(b)119.90-139.30	170.40-191.00	(c)148.00-187.69
Hospital cook	141.80&146.40	129.90-156.50	141.50	120.80-128.40	148.10-165.60	139.70-153.90
Clerk, 21 years, private offices	124.80	143.50	128.20	133.60	126.60	107.20
Graduate engineer	169.90-229.20	169.90-229.20	169.90-229.20	169.90-229.20	169.90-229.20	169.90-229.20
<b>Hotels, Personal Service, etc.</b>						
Hotel barman (d)	122.70	121.60	119.30	119.80-125.30	109.80	121.20
General hand, laundries	124.60	117.60	120.59	124.90	115.70	118.40
Cook, restaurant (d)	125.70	125.60	123.13	125.70	109.20	121.90
Waiter, restaurant (d)	117.00	117.10	118.97	117.30	105.30	116.20
Lift attendant	125.10	128.40	118.15	122.30	115.90	126.80
Office cleaner (day)	124.70	125.30	118.27	121.80	118.60	126.80

## AWARD RATES OF PAY AND PRESCRIBED HOURS OF WORK, ADULT FEMALES, 31 DECEMBER 1976

Industry and occupation	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart
<b>Manufacturing</b>						
Process worker, engineering	109.90	108.80	106.40	108.30	103.80	109.80
Dry cleaning presser	122.70	122.70	122.70	122.70	122.70	122.70
Footwear manufacturing	115.90	115.90	115.90	115.90	115.90	115.90
Dressmaking machinist	118.40	118.40	118.40	118.40	118.40	118.40
Knitting mill machinist	116.70	116.70	116.68	116.70	116.70	116.70
General hand - jam, fruit and vegetable preserving	120.50	120.50	122.78	120.50	103.40	120.50
Bedding machinist	108.80	115.00	103.18	114.60	97.00	115.80
General hand, printing	112.40	111.30	108.90	110.70	111.40	112.30
<b>Transport and Communication</b>						
Air hostess (e)	102.10-138.40	102.10-138.40	102.10-138.40	102.10-138.40	102.10-138.40	102.10-138.40
Telephonist	(f)128.56	(f)128.56	(f)128.56	(f)128.56	(g)128.56	(g)128.56
Bus conductress (h)	111.20&116.30	115.30	..	..	115.50	..
<b>Retail Trade</b>						
Clerk	144.50-179.40	144.50-179.40	144.50-179.40	144.50-179.40	144.50-179.40	144.50-179.40
Shop assistant	134.60	132.47	129.39	132.77	133.90	106.06-134.90
<b>Public Authority (N.E.I.) and Community and Business Services</b>						
Australian Public Service (a)						
Accounting machinist, grade 1	129.80	129.80	129.80	129.80	129.80	129.80
Typist	129.82	129.82	129.82	129.82	129.82	129.82
<b>Hospitals (d)</b>						
Cook	141.80&146.40	129.90-156.50	141.50&149.95	146.90-151.40	148.10-165.60	139.10-153.90
Kitchenmaid	127.60	127.30	127.77	137.90	128.30	131.90
Nurse (qualified), 1st year	156.10	159.50	153.66	142.80	169.40	152.20
Nursing aide	124.10-141.40	131.60&143.24	132.93-149.90	121.60-127.60	125.10	138.60-141.80
Clerk, 21 years, private offices	124.80	143.50	128.20	133.60	126.60	106.60
Typist, private offices	124.80	143.50	128.20	133.60	126.60	106.60
<b>Hotels, Personal Service, etc.</b>						
Office cleaner, day	122.90&123.90	125.30	118.27	(i)121.80	112.60	126.80
Hairdresser	137.40	143.77	127.59	130.70	126.80	141.40
Barmaid, hotels (d)	122.70	121.60	119.30	119.80-125.30	109.80	119.70
Waitress, restaurant (d)	118.80	117.80	115.30	117.30	106.30	116.00
Cook, restaurant (d)	129.10	125.60	123.13	122.30	106.80	121.90

(a) 36½ hours. (b) 42 hours. (c) Rate prescribed for 40 hours in four shifts. Firemen also paid for 42 hours in three shifts. (d) Rates of pay represent the weekly cash payment, where board and lodging is not provided. (e) Duty hours shall not exceed - (i) 11 in any one day; (ii) 48 in any one week; (iii) 80 in any two weeks. (f) 34 hours in main exchange, 36 hours in suburban exchanges. (g) 36 hours. (h) Government operated services only. (i) 38 hours.

## INDUSTRIAL DISPUTES

### Explanatory notes

This section contains statistics of industrial disputes for 1976. Some figures for 1975 have also been included.

The statistics of industrial disputes are compiled according to the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Vol. 1.

The statistics relate only to disputes involving stoppages of work of ten man-days or more in the establishment where the stoppages occurred. Effects on other establishments because of lack of materials, disruption of transport services, power cuts, etc. are not measured by these statistics.

The figures of working days and wages lost relate to the losses due to industrial disputes as defined below. They need not necessarily relate to the aggregate working time or wages lost for the economy as a whole, for the following reasons. It is known that, at times of labour shortages, some workers involved in industrial disputes obtain work at other establishments. It is also possible that some or all of the total man-days and wages lost in any particular dispute may be made up through working longer hours or increasing the work force at other establishments, or at the establishments involved in the dispute after work has resumed.

Reports of stoppages of work are obtained from (a) employers and trade unions, (b) government departments and authorities, (c) State and Federal industrial arbitration authorities, and (d) trade journals, employer and trade union publications, and newspapers. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. Particulars of some stoppages (for example, those involving a large number of establishments) may have been estimated and the statistics therefore should be regarded as giving a broad measure of the extent of industrial disputes (as defined).

Stoppages of work occurring at different times and at different establishments, but due to the same cause, may be regarded as one industrial dispute. However, an industrial dispute occurring in more than one State or Territory is counted as a separate dispute in each State or Territory. A dispute involving workers in more than one industry in a State or Territory is counted only once in the number of disputes -- in the

industry that has the largest number of workers involved; but workers involved, working days lost and estimated loss in wages are allocated to their respective industries. Disputes not settled at the end of a year are included as new disputes in the figures for the following year. Disputes not settled at the end of a quarter are not counted in the number of disputes for the following quarter, but additional workers involved and working days and wages lost are included. Therefore average days lost per worker involved on a quarterly basis are not comparable with the yearly averages.

For statistics of industrial disputes for earlier periods see *Labour Statistics 1975* (Reference No. 6.61) and the monthly (Reference No. 6.27) and quarterly (Reference No. 6.6) releases on *Industrial Disputes*. Current figures are published in the monthly and quarterly releases already mentioned.

### Definitions

For these statistics an *industrial dispute* is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work; each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance. Stoppages of work not directly connected with terms and conditions of employment (e.g. political matters, fining and gaoling of persons) are included in the statistics.

*Workers directly and indirectly involved* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

*Workers directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

*Workers indirectly involved* are those thrown out of work at the establishments where the stoppages occurred, but who were not themselves parties to the dispute.

*Total workers involved* for any period of time are obtained by adding together the number of workers involved in each dispute in the period. For any period of time the figures may include details of the same workers involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of workers involved. Where there are varying numbers of employees involved during the progress of a dispute the figures of workers involved



included in the statistics relate to the maximum number of individual workers involved.

*Working days lost* refer to man-days lost by workers directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of workers involved and the duration of the dispute.

*Estimated loss in wages* represents the amount of wages and salaries lost by workers directly and indirectly involved in the dispute and the amount is generally reported by parties to the dispute. In some cases the loss in wages is estimated on the basis of working days (or hours) lost and the estimated average daily (or hourly) wage or salary of the employees involved. For some disputes there is no loss in wages.

### Causes

The statistics of causes of industrial disputes relate to the *direct causes of stoppages of work* and include only those industrial disputes involving stoppages of work of ten man-days or more. The figures therefore do not reflect the relative importance of all causes of dispute between employers and employees.

Causes of industrial disputes are grouped as follows:

*Wages.* Claims involving general principles relating to wages (e.g. increase (decrease) in wages; variation in method of payment) or combined claims relating to wages, hours or conditions of work (in which the claim about wages is deemed to be the most important).

*Hours of work.* Claims involving general principles relating to hours of work (e.g. decrease (increase) in hours; spread of hours).

*Leave, pensions, compensation provisions, etc.* Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards; etc.

*Managerial policy.* Disputes concerning the managerial policy of employers – computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines, etc.; disciplinary matters including dismissals, suspension, victimisation; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas; etc.

*Physical working conditions.* Disputes concerning physical working conditions – safety issues; protective clothing and equipment; first aid services; uncomfortable working conditions, etc.; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks; etc.

*Trade unionism.* Disputes concerning employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities; etc.

*Other.* Disputes concerning – protests directed against persons or situations other than those relating to the employer/employee relationship, i.e. political matters, fining and gaoling of persons, protests against lack of work, and lack of adequate transport; non-award public holidays; accidents and funerals; no reason given for stoppages; etc.

### Methods of settlement

Statistics of the *method of settlement* of industrial disputes relate to the *method directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all matters in dispute. The figures also relate only to disputes involving stoppages of work of ten man-days or more. For these reasons they do not reflect the relative importance of the work of authorities operating under State and Federal legislation.

The classification of methods of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*Mediation.* The arbitration or mediation of persons whose intervention or assistance is not based on State or Federal industrial legislation.

*State legislation.* (a) Under State conciliation and arbitration or wages board legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference.

(b) Under other State legislation. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.*

(a) Compulsory, or voluntary conference or by intervention or assistance of, or reference to, the industrial tribunals created by or constituted under the following Acts.

- (i) Conciliation and Arbitration Act.
- (ii) Coal Industry Acts.
- (iii) Stevedoring Industry Act.
- (iv) Other Acts (Snowy Mountains Hydro-electric Power Act; Navigation Act; and the Public Service Arbitration Act).

(b) Intervention, assistance or advice of Federal government officials or inspectors.

*Filling the places of workers on strike or locked out.*

*Closing down the establishment permanently.*

*Resumption without negotiation.*

*Other methods.*

NOTE. Figures of workers involved (directly and indirectly), working days lost, and estimated loss in wages have been rounded to the nearest hundred. Any discrepancies between totals and sums of components in tables are due to rounding.

**INDUSTRIAL DISPUTES : STATES AND TERRITORIES**

<i>Period</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Australia</i>
<b>NUMBER OF DISPUTES</b>									
1976 -	955	322	319	118	250	43	29	19	2,055
March quarter	292	92	95	33	53	11	12	4	592
June quarter	215	75	87	33	62	14	4	7	497
September quarter	222	85	79	28	67	13	9	6	509
December quarter	226	70	58	24	68	5	4	2	457
<b>WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)</b>									
1976 -	941.9	647.3	317.7	130.4	100.7	30.9	7.8	13.1	2,189.9
March quarter	71.4	36.7	17.7	4.5	10.3	1.9	1.6	0.6	144.7
June quarter	128.9	328.5	35.9	12.8	21.6	2.8	1.1	2.9	534.4
September quarter	701.8	256.5	248.0	104.0	58.0	25.7	4.4	9.4	1,407.8
December quarter	39.7	25.7	16.2	9.1	10.9	0.6	0.6	0.2	102.9
<b>WORKING DAYS LOST ('000)</b>									
1976 -	1,456.5	1,420.0	426.0	151.8	252.1	62.2	15.3	15.4	3,799.2
March quarter	215.9	162.2	36.0	16.4	55.1	17.1	3.3	0.5	506.5
June quarter	190.2	521.4	57.9	18.8	66.2	6.4	1.6	4.9	867.3
September quarter	857.4	637.4	282.0	106.3	84.9	37.4	5.7	9.8	2,020.8
December quarter	193.0	98.9	50.1	10.3	45.9	1.3	4.8	0.2	404.6
<b>ESTIMATED LOSS IN WAGES (\$'000)</b>									
1976 -	43,426.2	42,117.8	13,450.9	4,285.2	8,461.9	1,792.7	520.6	496.4	114,551.6
March quarter	6,123.1	4,559.1	1,079.5	444.5	1,833.6	431.0	100.4	16.4	14,587.6
June quarter	5,581.4	15,312.2	1,769.8	522.6	2,335.8	213.5	52.3	177.3	25,965.0
September quarter	25,505.1	18,581.1	8,847.2	3,007.5	2,526.9	1,104.1	187.7	295.2	60,054.7
December quarter	6,216.5	3,665.4	1,754.5	310.6	1,765.5	44.0	180.3	7.5	13,944.4

## INDUSTRIAL DISPUTES : INDUSTRIES, 1976

ASIC division (a)	ASIC industry (a)	Number of disputes	Workers involved (directly and indirectly) ('000)	Working days lost		Estimated loss in wages (\$'000)
				Number ('000)	Average days per worker involved	
A	Agriculture, forestry, fishing and hunting	..	1.3	1.7	1.3	45.3
B	Mining	375	139.1	374.2	2.7	13,944.7
	Coal mining	172	65.7	159.1	2.4	6,165.0
	Other mining	203	73.4	215.0	2.9	7,779.7
C	Manufacturing	851	910.6	1,631.6	1.8	46,101.1
	Food, beverages and tobacco	176	196.1	397.1	2.0	10,366.8
	Textiles; clothing and footwear	8	38.3	61.8	1.6	1,543.8
	Textiles	5	18.3	40.6	2.2	1,026.0
	Clothing and footwear	3	20.0	21.2	1.1	517.7
	Wood, wood products and furniture	10	39.6	59.3	1.5	1,578.2
	Paper and paper products, printing and publishing	26	52.9	153.5	2.9	4,883.5
	Chemical, petroleum and coal products	47	39.1	64.0	1.6	2,098.8
	Metal products, machinery and equipment	510	484.4	775.0	1.6	22,234.7
	Basic metal products	247	132.9	189.9	1.4	5,426.6
	Fabricated metal products	76	68.2	107.8	1.6	2,971.1
	Transport equipment	136	163.6	289.5	1.8	8,239.3
	Other machinery and equipment	51	119.6	187.8	1.6	5,597.7
	Other manufacturing	74	60.2	120.8	2.0	3,395.4
	Non-metallic mineral products	46	30.0	50.4	1.7	1,434.9
	Miscellaneous manufacturing (b)	28	30.3	70.4	2.3	1,960.4
D	Electricity, gas and water	29	73.0	112.4	1.5	3,510.8
	Electricity and gas	24	51.0	88.2	1.7	2,860.5
	Water, sewerage and drainage	5	22.0	24.2	1.1	650.3
E	Construction	302	264.8	535.8	2.0	18,659.1
F	Wholesale and retail trade	60	185.1	272.3	1.5	7,285.4
	Wholesale trade	29	100.7	146.9	1.5	4,036.5
	Retail trade	31	84.4	125.3	1.5	3,248.9
G,H	Transport and storage; communication	318	330.1	425.1	1.3	12,575.8
	Road transport; other transport and storage; communication	70	138.1	202.4	1.5	6,024.9
	Road transport	29	66.7	93.4	1.4	2,844.5
	Other transport and storage; communication	41	71.4	109.0	1.5	3,180.4
	Railway transport; air transport	67	131.7	147.1	1.1	4,255.2
	Railway transport	39	113.7	119.4	1.1	3,330.5
	Air transport	28	18.0	27.7	1.5	924.7
	Water transport	181	60.3	75.5	1.3	2,295.6
	Stevedoring services	139	35.4	37.1	1.1	1,002.9
	Water transport (except stevedoring services)	42	24.8	38.4	1.6	1,292.7
L	Entertainment, recreation, restaurants, hotels and personal services	27	115.0	179.5	1.6	4,802.1
	Other industries	93	171.1	266.8	1.6	7,627.4
I	Finance, insurance, real estate and business services	6	29.3	43.5	1.5	1,118.0
J,K	Public administration and defence; community services	87	141.8	223.3	1.6	6,509.4
	Health	14	7.4	6.0	0.8	177.9
	Education, libraries, museums and art galleries	19	78.0	119.4	1.5	3,540.3
	Other (c)	54	56.4	97.9	1.7	2,791.2
Total		2,055	2,189.9	3,799.2	1.7	114,551.6

(a) Australian Standard Industrial Classification — see second paragraph on page 104. Statistics in this industry detail are available only annually. (b) ASIC sub-division 34. (c) ASIC divisions J and K less Health and Education, etc. shown separately above.

## INDUSTRIAL DISPUTES : INDUSTRIES (a), WORKING DAYS LOST ('000)(b)

Period	Mining		Manufacturing		Constru- ction	Transport and storage; communication		Other industries	All industries
	Coal	Other	Metal products, machinery and equipment (c)	Other		Steve- doring services	Other		
1975	343.3	90.0	1,279.2	464.1	497.0	46.2	146.7	643.5	3,509.9
1976	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2
1976 -									
January	0.9	20.3	5.6	29.9	10.3	0.1	1.4	2.5	71.2
February	13.1	19.8	45.8	55.7	28.3	4.2	3.3	22.6	192.7
March	10.7	6.8	36.5	54.8	32.2	0.5	18.5	82.7	242.6
April	6.0	37.1	32.5	11.4	25.6	1.2	8.2	43.8	165.7
May	3.6	13.7	13.6	13.7	17.5	3.1	50.7	12.7	128.6
June	10.1	17.3	128.6	88.5	87.7	5.5	102.2	133.1	573.0
July	30.6	30.4	366.5	355.3	223.9	14.0	183.2	469.6	1,673.4
August	54.6	4.0	64.3	33.3	19.6	2.6	6.3	19.5	203.9
September	10.6	26.6	27.2	36.6	28.6	2.1	4.6	7.2	143.4
October	7.0	16.6	23.5	88.8	29.8	0.7	2.6	13.5	182.5
November	8.0	9.5	20.9	70.0	21.7	1.5	7.0	21.1	159.8
December	4.0	13.0	10.0	18.7	10.6	1.6	0.2	4.2	62.3

(a) Australian Standard Industrial Classification - see second paragraph on page 104. (b) Refers to all disputes operative in the period. (c) Includes ASIC sub-divisions 29, 31, 32, 33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND CAUSES, 1976

## ASIC Industry (a)

Cause of dispute (b)	Cause of dispute (a)									Per cent of total
	Mining		Manufacturing		Construction	Transport and storage; communication		Other industries	All industries	
	Coal	Other	Metal products, machinery and equipment (c)	Other		Stevedoring services	Other			
NUMBER OF DISPUTES										
Wages	6	27	124	138	64	11	46	60	476	23.2
Hours of work	1	3	2	7	5	..	13	8	39	1.9
Leave, pensions, compensation provisions, etc.	4	3	5	3	1	1	5	3	25	1.2
Managerial policy	63	95	218	131	129	34	83	94	847	41.2
Physical working conditions	72	35	87	33	42	59	24	27	379	18.4
Trade unionism	21	25	51	25	45	15	4	11	197	9.6
Other	5	15	23	4	16	19	4	6	92	4.5
Total	172	203	510	341	302	139	179	209	2,055	100.0

## WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)

Cause of dispute (b)	Mining		Manufacturing		Construction	Transport and storage; communication		Other industries	All industries	%
	Coal	Other	Metal products, machinery and equipment (c)	Other		Stevedoring services	Other			
Wages	0.8	8.7	78.9	64.0	24.2	3.5	30.2	24.7	235.1	10.7
Hours of work	*	3.9	0.7	1.1	0.5	..	2.3	8.0	16.4	0.7
Leave, pensions, compensation provisions, etc.	15.3	5.0	6.5	2.1	0.1	0.1	0.3	1.7	31.1	1.4
Managerial policy	12.7	14.5	52.8	42.0	23.7	7.5	61.4	48.5	263.0	12.0
Physical working conditions	16.5	5.7	25.3	8.9	13.7	6.2	4.0	3.5	83.9	3.8
Trade unionism	8.5	7.6	6.6	5.5	3.6	4.8	0.7	18.0	55.2	2.5
Other	11.8	28.1	313.7	302.6	198.9	13.3	195.8	440.9	1,505.2	68.7
Total	65.7	73.4	484.4	426.2	264.8	35.4	294.7	545.4	2,189.9	100.0

## WORKING DAYS LOST

Cause of dispute (b)	Mining		Manufacturing		Construction	Transport and storage; communication		Other industries	All industries	%
	Coal	Other	Metal products, machinery and equipment (c)	Other		Stevedoring services	Other			
Wages	2.2	50.3	169.5	207.6	132.9	3.1	42.1	90.9	698.7	18.4
Hours of work	*	27.6	1.7	2.8	1.2	..	3.2	21.5	58.0	1.5
Leave, pensions, compensation provisions, etc.	61.2	27.3	11.5	7.9	0.5	0.1	1.6	1.4	111.4	2.9
Managerial policy	19.3	30.7	93.6	188.9	68.6	5.7	62.4	105.1	574.2	15.1
Physical working conditions	27.9	17.2	15.0	23.4	27.3	6.2	4.8	8.2	130.0	3.4
Trade unionism	27.5	26.1	12.1	13.6	13.2	5.9	1.2	19.3	119.0	3.1
Other	20.9	35.8	471.6	412.4	292.1	16.2	272.6	586.2	2,107.8	55.5
Total	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2	100.0

(a) Australian Standard Industrial Classification - see second paragraph on page 104. (b) For nature of classification see page 105. (c) ASIC sub-divisions 29, 31, 32, 33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND DURATION, 1976

## ASIC industry (a)

Duration (working days)	Manufacturing								Per cent of total	
	Mining		Metal products, machinery and equipment (b)	Other	Construction	Transport and storage; communication		Other industries		
	Coal	Other				Stevedoring services	Other			
NUMBER OF DISPUTES										
Up to 1 day	87	89	252	83	100	116	79	67	873	42.5
Over 1 to 2 days	32	47	85	68	51	17	39	31	370	18.0
Over 2 to 3 days	18	20	40	28	29	2	15	30	182	8.9
Over 3 to less than 5 days	17	18	43	45	36	2	22	24	207	10.1
5 to less than 10 days	16	22	49	78	39	2	18	29	253	12.3
10 to less than 20 days	2	6	33	29	29	..	3	18	120	5.8
20 to less than 40 days	..	1	7	8	11	..	2	10	39	1.9
40 days and over	..	..	1	2	7	..	1	..	11	0.5
Total	172	203	510	341	302	139	179	209	2,055	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
Up to 1 day	26.0	37.1	192.4	154.4	136.9	23.6	177.0	239.6	986.9	45.1
Over 1 to 2 days	9.6	6.1	189.8	191.1	75.3	10.4	111.3	224.4	817.9	37.3
Over 2 to 3 days	9.9	11.0	79.8	39.1	37.7	1.0	1.8	63.2	243.4	11.1
Over 3 to less than 5 days	6.7	2.9	8.8	8.7	3.8	0.4	1.5	8.9	41.6	1.9
5 to less than 10 days	13.2	13.2	5.2	21.9	4.4	0.1	2.2	2.4	62.6	2.9
10 to less than 20 days	0.3	3.2	7.8	8.2	3.3	..	0.6	3.9	27.3	1.2
20 to less than 40 days	..	0.1	0.5	1.5	1.9	..	0.2	2.9	7.1	0.3
40 days and over	..	..	*	1.3	1.6	..	0.1	..	3.0	0.1
Total	65.7	73.4	484.4	426.2	264.8	35.4	294.7	545.4	2,189.9	100.0
WORKING DAYS LOST										
Up to 1 day	19.9	30.8	117.1	118.4	97.3	15.7	156.9	185.5	741.5	19.5
Over 1 to 2 days	12.7	8.8	241.5	246.4	113.3	16.5	191.1	303.4	1,133.8	29.8
Over 2 to 3 days	27.1	27.6	228.6	120.0	106.7	3.0	4.8	173.3	691.2	18.2
Over 3 to less than 5 days	23.1	11.5	31.4	33.9	15.2	1.4	5.5	31.8	153.7	4.0
5 to less than 10 days	72.8	80.4	32.7	130.4	29.1	0.5	13.8	15.4	375.1	9.9
10 to less than 20 days	3.5	54.8	109.1	99.3	42.9	..	8.3	46.2	364.0	9.6
20 to less than 40 days	..	1.3	13.1	42.5	49.1	..	4.4	77.1	187.4	4.9
40 days and over	..	..	1.6	65.6	82.3	..	3.1	..	152.6	4.0
Total	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2	100.0
ESTIMATED LOSS IN WAGES										
Up to 1 day	761.3	1,014.1	3,347.4	3,331.4	3,148.3	483.4	4,540.2	5,191.3	21,817.3	19.0
Over 1 to 2 days	540.1	319.0	6,949.2	6,585.0	3,439.7	376.9	5,757.6	8,831.8	32,799.4	28.6
Over 2 to 3 days	998.3	919.0	6,360.4	3,144.1	3,733.3	82.6	139.4	4,370.4	19,747.6	17.2
Over 3 to less than 5 days	850.8	424.9	916.1	936.7	570.4	43.5	163.4	1,021.9	4,927.7	4.3
5 to less than 10 days	2,856.5	2,973.5	992.6	3,759.8	1,164.2	16.5	421.1	449.1	12,633.4	11.0
10 to less than 20 days	158.0	2,069.1	3,215.0	2,699.7	1,592.0	..	269.6	1,290.4	11,293.7	9.9
20 to less than 40 days	..	60.0	399.9	1,116.8	1,659.2	..	163.5	2,116.1	5,515.6	4.8
40 days and over	..	..	54.0	2,293.0	3,352.0	..	118.0	..	5,817.0	5.1
Total	6,165.0	7,779.7	22,234.7	23,866.4	18,659.1	1,002.9	11,572.8	23,271.0	114,551.6	100.0

(a) Australian Standard Industrial Classification - see second paragraph on page 104. (b) ASIC sub-division 29,31,32,33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND METHODS OF SETTLEMENT, 1976 (a)

ASIC industry (b)										
Method of settlement (c)	Manufacturing								All industries	Per cent of total
	Mining		Metal products, machinery and equipment (d)	Other	Construction	Transport and storage; communication		Other industries		
	Coal	Other				Stevedoring services	Other			
NUMBER OF DISPUTES										
Negotiation	44	71	108	109	92	31	47	67	569	27.7
Mediation	..	1	3	3	2	..	1	2	12	0.6
State legislation -										
(a) Under State conciliation, etc. legislation	2	44	20	76	32	3	13	49	239	11.6
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	1	3	4	0.2
Federal and joint Federal-State legislation -										
(a) Industrial Tribunals under -										
(i) Conciliation and Arbitration Act	..	6	51	45	51	3	19	24	199	9.7
(ii) Coal industry Acts	20	..	..	..	..	..	..	..	20	1.0
(iii) Stevedoring Industry Act	..	..	..	..	..	3	..	..	3	0.1
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	2	..	..	2	0.1
Filling the places of workers on strike or locked out	..	..	..	..	..	..	..	..	..	..
Closing down the establishment permanently	..	..	1	..	2	..	..	..	3	0.1
Resumption without negotiation	106	81	325	108	123	97	98	64	1,002	48.8
Other methods	..	..	2	..	..	..	..	..	2	0.1
Total	172	203	510	341	302	139	179	209	2,055	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					- '000 -					%
Negotiation	10.4	10.4	44.6	58.6	23.0	2.9	12.3	39.4	201.6	9.2
Mediation	..	0.2	0.4	0.2	*	..	*	0.2	1.1	0.1
State legislation -										
(a) Under State conciliation, etc. legislation	0.3	20.3	3.9	22.2	2.3	0.6	0.7	9.5	59.8	2.7
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	0.6	0.3	0.9	†
Federal and joint Federal-State legislation -										
(a) Industrial Tribunals under -										
(i) Conciliation and Arbitration Act	..	1.9	15.5	9.9	6.9	3.0	3.9	7.9	49.1	2.2
(ii) Coal Industry Acts	17.2	..	..	..	..	..	..	..	17.2	0.8
(iii) Stevedoring Industry Act	..	..	..	..	..	1.1	..	..	1.1	0.1
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	0.1	..	..	0.1	†
Filling the places of workers on strike or locked out	..	..	..	..	..	..	..	..	..	..
Closing down the establishment permanently	..	..	*	..	0.2	..	..	..	0.2	†
Resumption without negotiation	37.7	40.5	420.0	335.4	232.3	27.7	277.1	488.0	1,858.7	84.9
Other methods	..	..	*	..	..	..	..	..	*	†
Total	65.7	73.4	484.4	426.2	264.8	35.4	294.7	545.4	2,189.9	100.0
WORKING DAYS LOST										
					- '000 -					%
Negotiation	17.9	19.5	132.9	218.2	58.8	3.2	19.6	85.0	554.8	14.6
Mediation	..	0.9	5.6	1.2	0.1	..	1.1	1.0	9.9	0.3
State legislation -										
(a) Under State conciliation, etc. legislation	3.5	142.3	10.0	120.9	25.2	1.0	7.2	50.7	360.6	9.5
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	0.6	0.9	1.5	†
Federal and joint Federal-State legislation -										
(a) Industrial Tribunals under -										
(i) Conciliation and Arbitration Act	..	7.6	57.3	50.9	115.9	5.0	11.6	53.5	301.8	7.9
(ii) Coal Industry Acts	80.8	..	..	..	..	..	..	..	80.8	2.1
(iii) Stevedoring Industry Act	..	..	..	..	..	1.4	..	..	1.4	†
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	*	..	..	*	†
Filling the places of workers on strike or locked out	..	..	..	..	..	..	..	..	..	..
Closing down the establishment permanently	..	..	0.1	..	1.5	..	..	..	1.6	†
Resumption without negotiation	57.0	44.9	568.9	465.3	334.4	26.6	348.0	641.5	2,486.6	65.5
Other methods	..	..	0.2	..	..	..	..	..	0.2	†
Total	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2	100.0

(a) Figures in this table relate to disputes that ended in the year and may not agree with figures shown in tables on pages 106 to 108. (b) Australian Standard Industrial Classification - see second paragraph on page 104. (c) For nature of classification see page 105. (d) ASIC sub-divisions 29,31,32,33.

\* Less than 50. † Less than 0.05 per cent.

**ANALYSIS OF INDUSTRIAL DISPUTES BY NUMBER OF WORKERS INVOLVED  
AND WORKING DAYS LOST, 1976**

	Number of disputes	Workers involved (directly and indirectly)		Working days lost		Estimated loss in wages (\$'000)
		Number ('000)	Per cent of total	Number ('000)	Per cent of total	
<i>Number of workers involved (directly and indirectly)</i>						
Under 50	691	18.7	0.9	71.7	1.9	2,355.0
50 and under 100	427	31.0	1.4	95.0	2.5	3,030.2
100 " " 200	372	53.6	2.5	192.5	5.1	6,450.8
200 " " 400	275	79.2	3.6	284.6	7.5	8,625.7
400 " " 1,000	189	136.0	6.2	445.3	11.7	14,025.4
1,000 " " 2,000	57	104.4	4.8	351.3	9.2	11,190.1
2,000 " " 3,000	12	79.3	3.6	111.6	2.9	3,408.3
3,000 and over	32	1,687.6	77.1	2,247.3	59.2	65,466.0
<i>Working days lost</i>						
10 and under 100	867	60.1	2.8	37.6	1.0	1,197.7
100 " " 500	669	119.5	5.5	163.5	4.3	5,185.3
500 " " 1,000	222	87.4	4.0	169.4	4.5	5,323.7
1,000 " " 2,000	126	96.6	4.4	204.1	5.4	6,226.0
2,000 " " 5,000	97	193.2	8.8	396.7	10.4	12,108.8
5,000 " " 10,000	33	217.4	9.9	411.1	10.8	12,583.1
10,000 and over	41	1,415.5	64.6	2,416.9	63.6	71,927.0
Total	2,055	2,189.9	100.0	3,799.2	100.0	114,551.6

**Working days lost per thousand employees**

The figures of working days lost used in these compilations relate to those lost by workers directly and indirectly involved in disputes involving stoppages of work of ten man-days or more in the establishments where the stoppages occurred. For Australia the figures have been calculated on two bases : (a) for all disputes,

(b) for disputes not involving the employer/employee relationship.

The figures of employment used in these compilations are averages of monthly estimates of wage and salary earners in civilian employment excluding those in agriculture and in private households employing staff. For details of the employment series, see *Employment and Unemployment* (Reference No. 6.4).

**INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES, 1976**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust. (a)</i>	
All causes	858	1,073	683	342	653	458	803	
	<i>Mining</i>		<i>Manufacturing</i>		<i>Transport and storage; communication</i>			
	<i>Coal</i>	<i>Other</i>	<i>Metal products etc. (b)</i>	<i>Other</i>	<i>Constr- uction</i>	<i>Stevedoring services</i>	<i>Other industries</i>	<i>Total</i>
All causes	6,602	3,952	1,492	1,267	1,456	2,473	1,149	803
All causes not involving the employer/employee relationship	5,734	3,294	584	657	662	1,393	342	357

(a) Includes the Northern Territory and the Australian Capital Territory. (b) Metal products, machinery and equipment.

## JOB VACANCIES

### Introduction

This section contains the results of a sample survey designed to obtain information on the levels and composition of job vacancies in March 1976. More detailed statistics appear in *Job Vacancies* (Reference No. 6.49) and the preliminary statement (Reference No. 6.58). A comparison with Commonwealth Employment Service job vacancy figures is given on the next page.

### Scope and coverage

All wage and salary earners were covered except

- . members of the defence forces,
- . employees in agriculture,
- . employees in private households employing staff,
- . waterside workers employed on a casual basis,
- . persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample, payroll tax was payable by employers paying more than \$400 a week in wages and salaries. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts, 1971-75.

Included in the survey results are vacancies for all categories of employees, including managerial, full-time, part-time, permanent, temporary and seasonal employees; and adults, juniors, trainees, apprentices, cadets, etc. Excluded are vacancies that would have been filled by persons already hired, by promotion or transfer of existing employees, or by employees returning from paid or unpaid leave or after industrial disputes. Also excluded are vacancies that were not immediately available for filling on the survey date, that is, those that became available after the specified date. The surveys did not cover vacancies for work to be done under contract, such as by building sub-contractors, owner-drivers, etc.

Because the surveys were limited in scope and coverage (e.g. private employers not subject to payroll tax were excluded) the results do not give the total number of job vacancies in Australia. The underestimation may be greater in those industries (e.g. retail trade) and occupations (e.g. shop assistants) where the payroll tax coverage is relatively low.

### Sample design

Employers included in the survey were selected from lists of employers stratified by State, sector, industry and number of employees. All Australian and

State government departments and authorities, private employers with 500 or more employees and local government authorities with 250 or more employees were included in the survey. Samples of private payroll taxpayers, non-government hospitals and local government authorities were selected from the remainder. The total number of employers in the survey was about 8,500.

### Definitions

A *job vacancy* was defined as a job immediately available for filling on the survey date and for which active steps were being taken by the employer to find or recruit an employee from outside the enterprise or authority in the particular State or Territory. Active steps included efforts to fill vacancies by advertising, by factory notices, by notifying government or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or authority.

*Vacancies for adults* comprise those for which the adult rate of pay would be paid, and include all vacancies open to either adult or junior applicants without preference.

*Vacancies for juniors* are those open to applicants under 21 years of age who would not be paid at the adult rate for the occupation. Vacancies for apprentices, trainees, cadets and other juniors were reported against the occupation for which they were to be trained.

*Vacancies for males or females* are those jobs open to male or female applicants without preference.

*Private sector* refers to private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

*Government sector* refers to employees of Australian and State government departments, authorities and semi-government bodies and of local government authorities.

The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

### Reliability of the estimates

As the private sector and the local government sector were surveyed by means of samples (see "Scope and coverage" above) the estimates in this section may differ from the figures which would have been produced if the information had been obtained from all employers. Such differences are called sampling errors.



One measure of the sampling error is given by the *standard error*. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained from a comparable full enumeration, and about nineteen chances in twenty that the difference will be less than two standard errors.

Standard errors for estimates shown in this section will generally be less than 20 per cent except where indicated. Figures for which standard errors are estimated to be 30 per cent or over are not shown. Approximate percentage standard errors of estimates of total vacancies for each State and Territory and for Australia are: N.S.W. 6.8, Victoria 5.0, Queensland 7.0, S.A. 8.4, W.A. 9.6, Tasmania 16.8, N.T. 23.5, A.C.T. 8.4, Australia 3.1.

Thus there are, for example, about two chances in three that the true figure for the number of job vacancies shown for Australia in the table on page 114 as 50,800 is within the range 49,200 to 52,400.

#### Comparability with Commonwealth Employment Service statistics

For a number of reasons the estimates obtained from the survey differ from the number of vacancies registered with the Commonwealth Employment Service (CES). The table below shows the number of job vacancies in March of each year 1974 to 1976 as measured by the two sets of statistics. For purposes of comparison, job vacancies in primary production have been excluded from the CES figures.

#### JOB VACANCIES, AUSTRALIA

##### Comparison of CES and survey figures

	March 1974	March 1975	March 1976
Registered with the CES (a)	85,348	32,915	22,190
ABS survey	165,200	55,200	50,800
Ratio of CES to survey figures (per cent) (b)	52	60	44

(a) Excludes primary production. (b) Because the coverage of the surveys was somewhat restricted (see page 112) the percentages may be affected by the exclusion of some vacancies.

The principal reason for the differences is that, because notification of vacancies is voluntary, many vacancies are not registered with the CES. Other reasons are:

- (a) the survey estimates relate to vacancies *immediately* available for filling on the survey date, whereas the CES statistics relate to vacancies which were unfilled at the Friday nearest the end of the month and which employers claimed could be filled if labour were supplied *immediately or within the following month*.
- (b) the coverage of the surveys is somewhat restricted (see "Scope and coverage" on page

112) and the results are subject to sampling variability (see "Reliability of the estimates" on page 112.

- (c) the CES figures may include some vacancies already filled or cancelled by the date at which the figures are compiled, but of which the CES may not have been notified.

NOTE: Estimates of job vacancies shown in this section have been rounded to the nearest hundred. Percentages have been rounded to the first decimal place. Any discrepancies between totals and the sum of components are due to rounding.

## JOB VACANCIES, STATES AND TERRITORIES

									Australia			
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	For adults (a)	For juniors (a)	Total	
JOB VACANCIES												
	- Number ('000) -											Per cent
March 1975 -												
For males	11.6	8.5	3.4	2.4	3.3	0.9	0.9	0.7	28.3	3.3	31.7	57.3
For females	4.7	2.9	1.9	0.7	0.5	0.2	0.2	0.2	8.4	3.0	11.3	20.5
For males or females (a)	2.9	3.5	1.8	0.9	0.6	0.1	0.4	1.9	11.6	0.6	12.2	22.1
Total	19.3	14.9	7.1	4.1	4.4	1.2	1.5	2.8	48.3	7.0	55.2	100.0
Private sector (a)	13.7	10.9	4.0	2.8	3.3	0.8	(b)	(b)	32.6	4.7	37.3	67.5
Government sector (a)	5.6	3.9	3.1	1.3	1.1	0.4	(b)	(b)	15.7	2.3	17.9	32.5
March 1976 -												
For males	8.2	10.0	3.1	2.3	2.5	(c)1.0	*	(c)0.3	25.0	2.8	27.8	54.8
For females	(c)4.0	3.8	1.8	0.7	0.4	0.2	*	0.2	8.7	2.4	11.1	21.9
For males or females (a)	3.2	4.3	1.0	1.7	0.6	0.3	0.1	0.7	11.0	0.8	11.8	23.3
Total	15.3	18.2	5.9	4.7	3.4	1.5	(c)0.8	1.1	44.7	6.1	50.8	100.0
Private sector (a)	11.6	14.2	3.6	3.2	2.5	(c)0.9	(b)	(b)	32.7	4.2	36.9	72.7
Government sector (a)	3.7	4.0	2.3	1.5	0.9	0.5	(b)	(b)	12.0	1.9	13.9	27.3
JOB VACANCY RATES (a)												
March 1975	1.3	1.2	1.4	1.1	1.4	1.1	5.2	3.8	(b)	(b)	1.3	
March 1976	1.0	1.5	1.1	1.1	1.0	1.3	(c)3.1	1.4	(b)	(b)	1.2	

(a) For definition see page 112. (b) Not available. (c) Standard error greater than 20 per cent, but less than 30 per cent - see "Reliability of the estimates" on page 112.

\* Subject to sampling variability too high for most practical uses.

## JOB VACANCIES : INDUSTRIES (a), MARCH 1976

A.S.I.C. Code		Industry (a)	Number ('000)	Job vacancy rate (per cent)	A.S.I.C. Code		Industry (a)	Number ('000)	Job vacancy rate (per cent)
Division	Sub-division				Division	Sub-division			
B		Mining	0.9	1.2	F		Wholesale and retail trade	9.5	1.2
C		Manufacturing	15.7	1.3	46-47		Wholesale trade	3.9	1.2
	21-22	Food, beverages and tobacco	2.0	1.0	48		Retail trade	5.6	1.3
	23,24	Textiles; clothing and footwear	2.6	(d)2.0	G,H		Transport and storage; communication	2.3	0.6
	26	Paper, printing, etc.	(d)0.8	(d)0.8	I		Finance, insurance, real estate and business services	3.7	1.1
	27	Chemical, petroleum and coal products	0.7	1.0	J,K		Public administration and defence; community services (b)	12.9	1.5
		Metal products, machinery and equipment	7.1	1.4	A,L		Other (c)	2.3	0.9
	29	Basic metal products	1.2	1.3			Total	50.8	1.2
	31,33	Fabricated metal products; other machinery etc.	3.9	1.4					
	32	Transport equipment	2.0	1.4					
	25,28,34	Other	2.5	1.3					
D		Electricity, gas and water	0.4	0.5					
E		Construction	3.0	0.9					

(a) Classified according to Australian Standard Industrial Classification (ASIC). (b) Excludes defence forces. (c) Excludes agriculture (ASIC sub-division 01), services to agriculture (02) and private households employing staff (94). (d) Standard error greater than 20 per cent but less than 30 per cent — see "Reliability of the estimates" on page 112.

JOB VACANCIES : PRINCIPAL OCCUPATIONS, MARCH 1976  
(000)

Code number (a)	Occupation (a)	March 1976	Code number (a)	Occupation (a)	March 1976
025	Medical practitioners	0.3	660	Electricians, including electrical mechanics	0.6
030-034	Nurses, including probationers and trainees	2.4	673,697	Tradesmen assistants	0.5
042,045	Lecturers, teachers	0.8	720-728, 736	Production — process workers — Food and drink	1.3
070	Draftsmen and tracers	0.4	670-672, 735, 737	Other	3.3
071-081	Technicians and technical assistants, n.e.c.	1.3	743-745, 748, 750	Storemen and packers	0.4
083	Social workers	0.3	767	Labourers — Building and construction	(b)0.4
100-119	Administrative, executive and managerial workers	1.0	782	Other	2.7
150,160	Book-keepers, cashiers, office machine operators	0.6	772-781, 783-785	Policemen	1.1
155	Stenographers and typists	1.5	801	Other protective service workers	0.4
161-163	Other clerical workers	6.5	802	Cooks, maids catering and kitchen-workers	(b)1.0
200-201, 211-217	Sales workers, excluding commercial travellers	4.5	807-809	Cleaners, offices, buildings	(b)0.7
400-425	Miners, quarrymen and related workers	0.2	821	Nursing aides and assistant nurses	0.5
520-522, 524	Drivers, road transport	1.0	851	Other occupations	14.3
642	Fitters, turners — metal trade	1.0			
646	Motor vehicle mechanics	1.2			
653	Welders and flame cutters	0.6			
				Total	50.8

(a) Based on the Classification and Classified List of Occupations June 1971. (b) Standard error greater than 20 per cent but less than 30 per cent — see "Reliability of the estimates" on page 112.

## LABOUR TURNOVER

### General

This section contains results of a sample survey of labour turnover in Australia for the month of March 1976. Some comparative figures are also shown for March 1975. More detailed statistics appear in the bulletin *Labour Turnover* (Reference No. 6.8).

Explanatory notes on the scope of the survey, definitions of terms used, etc. are given below. The basic form used in the March 1976 survey was similar to that published in the bulletin (Reference No. 6.8) containing the March 1974 survey results.

### Scope and coverage

Labour turnover has been measured in terms of engagements and separations, information for the month of March being collected for each State and Territory from individual private and government employers.

All wage and salary earners were covered except

- . members of the defence forces,
- . employees in agriculture,
- . employees in private households employing staff,
- . waterside workers employed on a casual basis,
- . persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample, payroll tax was payable by employers paying more than \$400 a week in wages and salaries. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts, 1971-75.

Australian and State Government bodies were completely enumerated; for other employers separate stratified random samples of private employers, non-government hospitals not subject to payroll tax, and local government authorities were used.

Although the sample was not designed to provide precise figures on the numbers of employees represented, it has been calculated that the survey was representative of approximately 2,855,000 male and 1,446,000 female wage and salary earners, comprising 1,895,000 males and 1,022,000 females in private employment and 959,000 males and 424,000 females in government employment.

### Period covered by the survey

The period covered by the survey returns was from the last pay-day in February to the last pay-day in

March. The length of this period would have varied for individual employers.

*Engagements and separations* relate to employees of individual employers and include the movement of employees from one employer to another in the same industry in a State or Territory. They also include the movement of employees between one State or Territory and another, even if they continued to be employed by the same employer.

*Engagements* relate to persons engaged or re-engaged during the period, whether or not they are still on the payroll at the end of the period. Employees returning from leave and employees returning after industrial disputes are not counted as engagements.

*Separations* relate to persons whose employment has terminated for any reason during the period. Employees on leave and employees involved in industrial disputes are *not* counted as separations.

*Engagement rates* and *separation rates* are calculated as percentages of the relevant average employment in the particular industry, State, etc.

*Dismissed* means employment terminated on the employer's initiative for disciplinary or similar reasons.

*Retrenched* means employment terminated permanently or otherwise, on the *employer's initiative* because of reduction in operations, redundancy, shortage of materials, completion of job, etc.

*Left* means employment terminated on the *employee's initiative* except for reasons shown in *Other* below.

*Other* means separations due to death, injury, sickness, retirement (including leaving employment to get married), enlistment in the defence forces, and similar reasons.

*Other employees* include production, construction, maintenance, sales, transport, service and distribution employees. They exclude *administrative, office, clerical, managerial, executive and professional employees* who were not further defined.

*Private employees* are employees of private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

*Government employees* are civilian employees of Australian and State government departments, authorities and semi-government bodies and of local government authorities.

**Reliability of the estimates**

As parts of the survey were conducted from samples of employers (see "Scope and coverage" above) the estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. Standard errors of estimates shown in this section will generally be less than 20 per cent except where indicated. Figures

for which standard errors are estimated to be 30 per cent or over are not shown. For more details on the reliability of the estimates see the Technical Note on page 8 of the bulletin *Labour Turnover, March 1976* (Reference No. 6.8).

NOTE. The engagement and separation rates shown in this section have been rounded to the first decimal place. Any discrepancies between total separation rates and the sums of components are due to rounding.

**LABOUR TURNOVER RATES**  
(Per cent)

	March 1976								March 1975	
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.	Aust.
<b>ENGAGEMENT RATES</b>										
<b>Males -</b>										
Administrative, clerical, managerial, etc. (a)	1.8	2.0	1.6	1.3	1.8	1.4	2.4	1.2	1.8	1.8
Other	5.4	5.9	6.6	5.3	7.0	(d)5.4	(d)14.7	4.8	5.9	5.1
Total	4.1	4.5	5.0	4.0	5.3	4.1	9.7	2.6	4.4	4.0
Private (b)	5.5	5.8	6.1	5.3	6.9	5.4	(c)	(c)	5.8	4.6
Government (b)	1.4	1.4	2.9	1.7	2.3	1.8	(c)	(c)	1.7	2.8
<b>Females -</b>										
Administrative, clerical, managerial, etc. (a)	3.4	3.8	3.2	2.8	5.2	3.9	4.7	2.6	3.6	3.6
Other	7.1	7.6	(d)11.2	7.4	8.6	7.3	11.5	6.1	7.8	6.7
Total	5.0	5.7	6.6	5.2	6.8	5.5	7.0	3.4	5.5	5.1
Private (b)	6.2	6.5	8.6	6.2	7.6	7.4	(c)	(c)	6.7	5.7
Government (b)	2.1	2.7	2.9	3.1	4.7	3.0	(c)	(c)	2.7	3.4
<b>Persons -</b>										
Administrative, clerical, managerial, etc. (a)	2.5	2.8	2.3	2.0	3.4	2.4	3.4	1.8	2.6	2.6
Other	5.8	6.4	7.5	5.9	7.4	5.8	14.1	5.2	6.4	5.5
Total	4.4	4.9	5.4	4.4	5.7	4.5	8.8	2.9	4.8	4.4
Private (b)	5.8	6.0	6.8	5.6	7.1	5.9	(c)	(c)	6.1	5.0
Government (b)	1.6	1.8	2.9	2.1	3.0	2.2	(c)	(c)	2.0	3.0
<b>SEPARATION RATES</b>										
<b>Males -</b>										
Administrative, clerical, managerial, etc. (a)	1.6	1.8	1.4	1.3	1.7	1.1	3.0	1.6	1.6	1.6
Other	4.8	5.5	5.7	4.8	6.2	4.3	(d)14.4	4.8	5.3	4.5
Total	3.7	4.1	4.3	3.7	4.7	3.3	9.7	2.8	4.0	3.5
Private (b)	4.8	5.1	5.4	4.8	6.0	4.0	(c)	(c)	5.1	4.3
Government (b)	1.5	1.6	2.4	1.6	2.3	2.0	(c)	(c)	1.8	1.9
<b>Females -</b>										
Administrative clerical, managerial, etc. (a)	2.9	3.2	3.2	2.4	3.9	3.4	5.1	3.2	3.1	3.0
Other	6.1	7.0	9.7	6.2	6.7	4.9	12.2	6.5	6.8	5.8
Total	4.3	5.0	5.9	4.4	5.2	4.1	7.4	3.9	4.8	4.3
Private (b)	5.3	5.8	7.7	5.4	6.0	5.1	(c)	(c)	5.8	5.1
Government (b)	1.8	2.3	2.7	2.2	3.1	2.8	(c)	(c)	2.3	2.3
<b>Persons -</b>										
Administrative, clerical, managerial, etc. (a)	2.2	2.4	2.2	1.8	2.7	2.1	3.9	2.3	2.3	2.2
Other	5.1	5.9	6.5	5.2	6.3	4.4	13.9	5.3	5.7	4.9
Total	3.9	4.4	4.8	3.9	4.9	3.5	9.0	3.2	4.2	3.8
Private (b)	5.0	5.4	6.0	5.0	6.0	4.3	(c)	(c)	5.3	4.6
Government (b)	1.6	1.8	2.5	1.8	2.5	2.3	(c)	(c)	1.9	2.0
<b>METHOD OF SEPARATION (PERSONS)</b>										
Dismissed	0.3	0.4	0.4	0.4	0.5	0.3	(d)0.7	0.1	0.4	0.4
Retrenched	0.8	0.6	1.3	0.7	0.7	0.5	*	0.3	0.8	0.8
Left	2.5	3.1	2.8	2.6	3.4	2.4	5.6	2.4	2.8	2.4
Other	0.3	0.3	0.3	0.2	0.2	0.2	0.2	*	0.3	0.3
Total	3.9	4.4	4.8	3.9	4.9	3.5	9.0	3.2	4.2	3.8

(a) Administrative, office, clerical, managerial, executive and professional, etc. employees. (b) For definition see page 116. (c) Separate figures for the Northern Territory and the Australian Capital Territory are not available. (d) Standard error generally greater than 20 per cent, but less than 30 per cent - see "Reliability of the estimates" on page 117.

\* Subject to sampling variability too high for most practical uses.

**LABOUR TURNOVER RATES : INDUSTRIES**  
(Per cent)

		March 1976									March 1975
ASIC division	ASIC industry (a)	Males			Females			Persons			Persons
		Adminis- trative, clerical, manag- erial, etc. (b)	Other	Total	Adminis- trative, clerical, manag- erial, etc. (b)	Other	Total	Adminis- trative, clerical, manag- erial, etc. (b)	Other	Total	Total
ENGAGEMENT RATES											
C	Manufacturing -										
	Food, beverages and tobacco	1.2	7.8	6.7	3.5	13.0	10.6	1.9	9.1	7.7	7.1
	Textiles; clothing and footwear	1.2	6.9	5.5	4.3	8.4	7.9	2.7	7.9	7.0	5.2
	Paper, printing, etc.	1.5	4.3	3.5	3.3	(g)5.2	4.3	2.2	4.5	3.7	1.8
	Chemical, petroleum and coal products	1.5	5.3	4.0	3.6	5.3	4.5	2.1	5.3	4.0	2.5
	Metal products, machinery and equipment -										
	Basic metal products	1.3	5.3	4.3	3.0	4.1	3.5	1.6	5.3	4.3	2.3
	Fabricated metal products and machinery (c)	1.8	7.9	6.5	(g)5.6	8.0	7.1	3.0	7.9	6.6	4.5
	Transport equipment	1.3	6.0	5.1	4.3	8.3	6.9	1.9	6.2	5.3	3.3
	Total	1.6	6.8	5.7	5.0	7.8	6.8	2.5	7.0	5.8	3.7
	Other (d)	2.2	8.0	6.8	3.7	8.5	6.8	2.7	8.1	6.8	5.0
	Total manufacturing	1.6	7.0	5.8	4.2	8.8	7.4	2.4	7.4	6.2	4.5
	Non-manufacturing -										
B	Mining	2.0	4.1	3.6	4.4	(g)7.8	4.9	2.7	4.1	3.7	3.6
D	Electricity, gas and water	0.8	1.8	1.4	1.6	2.0	1.6	0.9	1.8	1.4	1.6
E	Construction	1.7	6.1	5.5	4.6	(g)5.3	4.7	2.5	6.1	5.5	7.1
F	Wholesale trade	2.2	7.2	5.1	4.4	*	8.1	3.0	8.8	6.0	4.1
F	Retail trade	2.1	6.4	5.4	4.4	6.5	6.0	3.2	6.5	5.7	5.8
G,H	Transport and storage; communication	0.9	3.1	2.6	2.5	2.9	2.7	1.4	3.1	2.6	2.2
I	Finance, business services	2.5	9.8	4.2	3.9	*	5.0	3.1	10.6	4.6	3.4
J,K	Public administration, etc. (e)	1.6	2.6	2.0	3.1	5.3	3.7	2.4	3.9	2.8	3.7
A,L	Other (f)	*	7.3	6.4	(g)3.6	9.1	7.8	3.4	8.1	7.1	7.1
	Total non-manufacturing	1.8	5.2	3.8	3.5	7.4	5.0	2.6	5.8	4.3	4.3
	All industries	1.8	5.9	4.4	3.6	7.8	5.5	2.6	6.4	4.8	4.4
SEPARATION RATES											
C	Manufacturing -										
	Food, beverages and tobacco	1.5	7.2	6.2	3.3	12.9	10.4	2.1	8.6	7.3	7.9
	Textiles; clothing and footwear	1.9	6.7	5.5	2.7	8.2	7.5	2.3	7.7	6.8	3.5
	Paper, printing, etc.	1.8	2.9	2.6	2.4	5.4	4.0	2.0	3.5	3.0	3.2
	Chemical, petroleum and coal products	1.4	3.6	2.8	2.8	(g)4.9	3.9	1.8	3.9	3.1	2.8
	Metal products, machinery and equipment -										
	Basic metal products	1.5	4.6	3.9	3.1	4.2	3.6	1.8	4.6	3.9	3.2
	Fabricated metal products and machinery (c)	2.1	6.9	5.8	3.6	8.8	6.9	2.6	7.3	6.0	3.6
	Transport equipment	1.4	5.3	4.6	3.1	5.1	4.4	1.7	5.3	4.6	3.8
	Total	1.8	6.0	5.1	3.5	7.8	6.2	2.2	6.2	5.2	3.6
	Other (d)	1.8	6.9	5.9	3.0	7.4	5.8	2.2	7.0	5.9	4.7
	Total manufacturing	1.7	6.1	5.1	3.1	8.6	6.9	2.1	6.6	5.5	4.4
	Non-manufacturing -										
B	Mining	2.0	4.0	3.6	4.0	3.9	4.0	2.5	4.0	3.6	3.9
D	Electricity, gas and water	0.6	2.0	1.4	2.1	1.8	2.1	0.8	2.0	1.5	1.4
E	Construction	1.8	5.6	5.1	3.0	(g)3.9	3.1	2.1	5.6	5.0	5.6
F	Wholesale trade	2.0	6.5	4.6	5.2	11.8	7.2	3.2	7.3	5.3	3.8
F	Retail trade	2.0	5.5	4.7	3.7	5.3	4.9	2.9	5.4	4.8	4.9
G,H	Transport and storage; communication	1.4	3.0	2.6	2.9	4.1	3.4	1.8	3.1	2.7	2.3
I	Finance, business services	2.0	8.2	3.5	3.3	(g)10.1	4.2	2.6	8.8	3.8	2.8
J,K	Public administration, etc. (e)	1.2	2.7	1.7	2.6	4.0	2.9	2.0	3.3	2.3	2.4
A,L	Other (f)	2.3	6.7	5.7	3.8	7.8	6.8	3.0	7.2	6.3	6.0
	Total non-manufacturing	1.6	4.8	3.5	3.1	6.0	4.2	2.2	5.1	3.7	3.5
	All industries	1.6	5.3	4.0	3.1	6.8	4.8	2.3	5.7	4.2	3.8

(a) Australian Standard Industry Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969, Vol. 1*.  
 (b) Administrative, office, clerical, managerial, executive and professional, etc. employees. (c) Includes ASIC sub-divisions 31 and 33. (d) Includes wood, wood products and furniture (ASIC sub-division 25); non-metallic mineral products (ASIC sub-division 28); and miscellaneous manufacturing (ASIC sub-division 34). (e) Excludes defence forces. (f) Other industries - forestry and logging (ASIC sub-division 03); fishing and hunting (ASIC sub-division 04); and entertainment, recreation, restaurants, hotels and personal service (ASIC division 1 - excluding private households employing staff). (g) Standard error generally greater than 20 per cent, but less than 30 per cent - see "Reliability of the estimates" on page 117.

\* Subject to sampling variability too high for most practical uses.

## TRADE UNIONS

### Trade union censuses

Statistics about trade unions were obtained from two sources in 1976: from the long-established census of trade unions conducted annually at 31 December; and from supplementary questions asked of a sample of persons in households in November in conjunction with the quarterly labour force survey. Both sets of statistics are given in this section. Notes on the differences in results of the two collections are set out on page 122.

The figures contained in this section have been compiled from data obtained from questionnaires sent to individual trade unions in the annual collection. More detailed statistics appear in *Trade Union Statistics* (Reference No. 6.24).

For the purpose of these statistics a trade union is defined as an organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

Current lists of reporting trade unions are maintained by reference to lists used in previous years; by reference to trade unions registered under the provisions of the various Federal and State industrial arbitration Acts, trade union Acts, etc.; from names of unions reported to be engaged in conciliation and arbitration proceedings, etc.; and from reports of trade unions in trade journals, trade union and employer periodicals, newspapers, and other publications. It should be noted that not all reporting unions are registered under the relevant Federal or State industrial arbitration legislation or State trade union Acts.

The published number of reporting unions varies from year to year as a result of amalgamations and mergers of unions; unions ceasing to operate; new unions being formed; existing organisations changing their status such that it brings them within the scope of the definition of a trade union (see third paragraph above); and existing unions reporting for the first time. These variations generally have little or no effect on total membership figures. Between 1975 and 1976 the number of reporting unions increased from 280 to 282. There were a number of amalgamations or mergers, the effect was that six unions were reduced to three unions; seven unions reported for the first time and two unions ceased to operate.

The total membership of the reporting unions represents the aggregate of the membership of individual unions; persons who are members of more than one union are therefore counted more than once in the totals. The extent of this duplication is not known and it may vary over time. Total reported membership figures are affected by differences in the concept of membership adopted by various unions or by the same union at different times. Union rules on membership may follow different concepts and practices and this

may be reflected in the level and fluctuations of the figures reported. Some unions confine their reported membership to "financial" members whilst others may also include "unfinancial" members. Individual unions may or may not include in their reported membership unemployed members, members who have retired from the labour force, disabled members, members with dues in arrears (who may be kept on union books for varying lengths of time), etc. Members of unions working overseas (e.g. in Papua New Guinea) are excluded from the reported membership data.

The sub-division of total membership into males and females is not precise because some unions are unable to state the exact number of males and females among their members. The sub-division of total membership by States and Territories is also not precise because some unions in the Territories are affiliated with State organisations and their membership is reported under the heading of that State. More accurate reporting of membership by location over the years is reflected in the annual figures for the Territories and this affects their comparability over time.

The membership figures in this section differ from those obtained from a survey of employees in November 1976. Some results of that survey are shown on pages 123 and 124.

Interstate or federated trade unions are those unions which have members in more than one State. The larger interstate unions are usually administered by both Federal and State executives, the degree of control of the respective executives varying from union to union. The State branches, or in some cases intra-State branches, of such unions may be separately registered under provisions of relevant State industrial arbitration legislation, etc., perhaps under several different names. When obtaining statistics from trade unions operating wholly within one State or district, trade union secretaries are asked to report whether or not the union is a branch of an interstate, or a larger State or district organisation. This reporting reduces the possibility of duplication in the figures of the number of unions and of membership. An interstate or federated trade union is treated as a separate union in each State or Territory in which it has members, but is counted only once in the Australian total. (See table on page 121).

### Proportion of total employed wage and salary earners

The first table on page 121 shows the approximate percentages of wage and salary earners in employment who were members of trade unions. The estimates of total wage and salary earners have been derived by adding figures for employees in agriculture and in private households employing staff to the estimates of employees in all other industries as at the end of each year. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among wage and salary earners because they



are based on estimates of employed wage and salary earners that are subject to revision. The degree of unemployment of reported union members would affect the percentages for a particular year and comparisons over time.

#### Organisations registered under the Federal Conciliation and Arbitration Act

Details of employer and employee organisations registered under this Act as at the end of 1976 are set out below with comparable (revised) figures for 1975 shown in brackets. There were 78 (78) employer organisations registered at the end of 1976. The number of employee unions registered was 147 (147), with membership of 2,348,700 (2,364,500) representing 84 (84) per cent of total membership of all reporting trade unions in Australia.

#### Organisations registered under State Industrial Arbitration legislation, etc.

New South Wales organisations registered under provisions of the Trade Union Act and the Industrial Arbitration Act are listed periodically in the *New South Wales Industrial Gazette*.

The annual report of the President of the Industrial Court in Queensland contains a list of employer and employee unions registered under provisions of the *Industrial Conciliation and Arbitration Act*.

The *Western Australian Industrial Gazette* contains lists of unions of employers and workers registered under the provisions of the *Industrial Arbitration Act*.

NOTE. Any discrepancies between totals and sums of components in tables are due to rounding.

#### TRADE UNIONS : NUMBER AND MEMBERSHIP, 31 DECEMBER 1976

		Membership			
		Number ('000)			
	Separate unions (a)	Males	Females	Persons	Per cent of total employed wage and salary earners
N.S.W.	185	720.0	331.5	1,051.5	(b)60
Vic.	164	504.1	213.8	717.9	53
Qld	133	270.8	117.2	388.0	59
S.A.	137	186.4	69.3	255.7	55
W.A.	147	158.7	64.4	223.1	55
Tas.	119	63.8	23.0	86.9	61
N.T.(c)	64	11.9	4.1	16.0	(e)
A.C.T.(c)	89	34.9	18.0	52.9	(e)
Australia	(d)282	1,950.6	841.3	2,791.9	57

(a) See fifth paragraph of Explanatory Notes. (b) Includes the Australian Capital Territory. (c) See ninth paragraph of Explanatory Notes. (d) Without interstate duplication. See ninth paragraph of Explanatory Notes. (e) See seventh paragraph of Explanatory Notes.

#### TRADE UNIONS : CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 31 DECEMBER 1976

Number of members	Separate unions (a)	Membership		Number of members	Separate unions (a)	Membership	
		Number ('000)	per cent of total			Number ('000)	per cent of total
Under 100	29	1.3	0.1	10,000 and under 20,000	13	185.6	6.6
100 and under 250	32	5.0	0.2	20,000 " " 30,000	9	217.2	7.8
250 " " 500	32	11.2	0.4	30,000 " " 40,000	8	279.6	10.0
500 " " 1,000	42	29.6	1.1	40,000 " " 50,000	5	225.1	8.1
1,000 " " 2,000	37	52.7	1.9	50,000 " " 80,000	7	430.7	15.4
2,000 " " 5,000	38	119.6	4.3	80,000 and over	9	1,086.6	38.9
5,000 " " 10,000	21	147.8	5.3	<b>Total</b>	<b>282</b>	<b>2,791.9</b>	<b>100.0</b>

(a) See fifth paragraph of Explanatory Notes.

#### TRADE UNIONS : AREA OF OPERATION, 31 DECEMBER 1976

	Unions operating in (a) -							Total all Unions
	1 State	2 States	3 States	4 States	5 States	6 States	2 to 6 States (b)	
Number of separate unions (c)	140	8	8	13	23	90	142	282
Number of members ('000)	181.4	17.9	71.8	98.2	229.9	2,192.8	2,610.6	2,791.9

(a) Certain unions have, in addition to branches in the States, branches in the Northern Territory and in the Australian Capital Territory. See ninth paragraph of Explanatory Notes. (b) Total of previous five columns. Figures refer to interstate or federated unions. (c) See fifth paragraph of Explanatory Notes.

## SURVEY OF TRADE UNION MEMBERS, NOVEMBER 1976

## Introduction

In November 1976, questions were asked at a proportion of the dwellings included in the quarterly population survey (see page 13) in order to obtain information about the number of wage and salary earners who were members of trade unions, their industry and occupation and some of their demographic characteristics. This section contains some of the results of the survey. Further results are shown in *Trade Union Members, November 1976* (Reference No. 6.65).

For the sake of brevity, wage and salary earners are referred to in this section as *employees*.

The survey was based on a multi-stage area sample of private dwellings (about 7,500 houses, flats, etc.) and covered slightly less than one-sixth of one per cent of the population of Australia. The survey was not carried out in non-private dwellings (hotels, motels, etc.).

## Scope

The survey covered all persons aged fifteen years and over (except those specified in the next paragraph) who were:

- (i) wage or salary earners in their main job, or
- (ii) unemployed persons who had been wage or salary earners in their most recent job and had lost that job in the period January to November 1976.

Persons in institutions and non-private dwellings, members of the permanent defence forces, and certain diplomatic personnel customarily excluded from census and estimated populations were excluded from the survey. Employees in non-private dwellings comprised less than one half of one per cent of all employees.

## Comparison with other trade union statistics

Membership statistics obtained from censuses of trade unions are published annually in *Trade Union Statistics* (Reference No. 6.24). A summary of the 1976 results is given in the tables on page 121. The figures in those tables are higher than the estimates obtained from this survey for a number of reasons, including the following:

- (i) the survey estimates relate only to persons residing in private dwellings,
- (ii) they relate only to trade union membership in the respondent's main job (see below); a person who was a member of a trade union only by virtue of holding a second job was excluded,

- (iii) they relate only to union membership in one job, whereas a person who had recently changed jobs could be registered as a member of more than one union in the trade union collection,
- (iv) the estimates relate only to persons who were employees in their main job in the survey week. Other persons (e.g. those not in the labour force) are excluded even though they may have retained union membership in respect of some earlier employment,
- (v) some persons might elect to belong to more than one union,
- (vi) some unions may encounter difficulties in keeping an up-to-date register of members.

## Definitions

A *trade union* was defined as for the annual census of trade unions i.e. as an organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and other conditions of employment for its members.

Where a person had more than one job the *main job* was defined as the one in which most hours were worked during the survey week.

*Per cent of all employees* refers to the proportion of employees in any particular group who were union members.

## Reliability of the estimates

Since the estimates in this section are based on information obtained from occupants of a sample of private dwellings, they may differ from the figures that would have been produced if the information had been obtained from occupants of all private dwellings. An indication of the likely differences is given in the Technical Note in the bulletin *Trade Union Members, November 1976* (Reference No. 6.65). In the tables in this section the estimates have a standard error of less than 20 per cent unless footnoted.

## Symbols and other usages

- \* Subject to sampling variability too high for most practical uses.
- † Less than 0.5 per cent.
- .. Not applicable.

Any discrepancies between totals and sums of components in tables are due to rounding. Percentages have been rounded to the nearest whole number.

## TRADE UNION MEMBERS : INDUSTRY, NOVEMBER 1976 (a)

Industry division	Number ('000)			Per cent of total			Per cent of all employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Agriculture, forestry, fishing and hunting	20.3	*	21.5	1	*	1	23	*	20
Mining	39.2	..	39.2	2	..	2	67	..	63
Manufacturing	529.8	150.0	679.8	30	19	27	59	52	57
Electricity, gas and water	84.0	*	88.1	5	*	4	89	*	83
Construction	187.0	*	188.3	11	*	8	60	*	57
Wholesale and retail trade	125.4	132.9	258.3	7	17	10	23	31	27
Transport and storage	177.5	(b)17.1	194.5	10	(b)2	8	78	(b)45	73
Communication	95.1	26.7	121.8	6	4	5	93	75	88
Finance, insurance, real estate and business services	97.6	70.0	167.6	6	9	7	45	38	42
Public administration and defence (c)	136.5	42.7	179.1	8	6	7	78	59	72
Community services	195.3	256.8	452.1	11	33	18	66	50	56
Entertainment, recreation, restaurants, hotels and personal services	53.4	68.9	122.3	3	9	5	48	36	41
<b>Total</b>	<b>1,741.2</b>	<b>771.5</b>	<b>2,512.7</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>56</b>	<b>43</b>	<b>51</b>

(a) Civilian employees 15 years and over who resided in private dwellings. For definition of a trade union see page 122. (b) Based on an estimate with a standard error greater than 20 per cent but not greater than 30 per cent. See page 122. (c) Excludes permanent defence forces.

## TRADE UNION MEMBERS : OCCUPATION, NOVEMBER 1976 (a)

Occupation group	Number ('000)			Per cent of total			Per cent of all employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Professional and technical	196.0	164.2	360.3	11	21	14	51	54	52
Administrative, executive and managerial	45.7	*	50.2	3	*	2	19	*	19
Clerical	212.2	231.5	443.8	12	30	18	64	37	46
Sales	37.1	69.7	106.7	2	9	4	19	30	25
Farmers, fishermen, timber-getters, etc.	40.9	*	41.8	4	*	3	42	*	38
Transport and communication	171.5	19.1	190.6	10	3	8	78	45	72
Tradesmen, production-process workers and labourers, n.e.c. (b)	918.5	142.0	1,060.4	52	18	41	64	67	64
Service, sport and recreation	119.3	139.6	258.9	7	18	10	63	43	51
<b>Total</b>	<b>1,741.2</b>	<b>771.5</b>	<b>2,512.7</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>56</b>	<b>43</b>	<b>51</b>

(a) See note (a) to table above. (b) Includes miners, quarrymen and related workers.

## TRADE UNION MEMBERS : AGE, NOVEMBER 1976 (a)

Age group (years)	Number ('000)			Per cent of total			Per cent of all employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
15 - 20	132.3	144.2	276.5	8	19	11	34	41	37
21 - 24	192.6	114.7	307.3	11	15	12	56	44	51
25 - 34	473.4	176.1	649.6	27	23	26	57	43	52
35 - 44	344.2	133.0	477.1	20	17	19	60	39	52
45 - 54	356.2	148.6	504.8	21	19	20	62	50	58
55 - 59	150.9	41.3	192.2	9	5	8	65	52	62
60 - 64	85.6	*	94.4	5	*	4	66	*	60
65 and over	*	*	(b)10.8	*	*	†	*	*	(b)24
Total	1,741.2	771.5	2,512.7	100	100	100	56	43	51

For footnotes see first table on page 123.

## TRADE UNION MEMBERS : MARITAL STATUS, NOVEMBER 1976 (a)

Marital status	Number ('000)			Per cent of total			Per cent of all employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Married	1,291.4	471.9	1,763.3	74	61	70	59	43	54
Not married (b)	449.7	299.7	749.4	26	39	30	48	44	46
Total	1,741.2	771.5	2,512.7	100	100	100	56	43	51

(a) See note (a) to table on page 123. (b) Never married, widowed and divorced.

## TRADE UNION MEMBERS : BIRTHPLACE, NOVEMBER 1976 (a)

Birthplace	Number ('000)			Per cent of total			Per cent of all employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Australia	1,255.3	578.5	1,833.7	72	75	73	55	42	50
Overseas countries -	485.9	193.1	678.9	28	25	27	59	45	54
United Kingdom and Ireland	174.0	74.1	248.1	10	10	10	53	41	49
Canada, U.S.A., New Zealand,									
South Africa	(b)15.1	(b)11.3	26.5	(b)1	(b)2	1	(b)37	(b)34	36
Italy	47.6	(b)15.1	62.7	3	(b)2	3	66	(b)54	62
Greece	41.0	(b)14.2	55.1	2	(b)2	2	80	(b)44	66
Germany	(b)15.8	*	24.3	(b)1	*	1	(b)47	*	48
Yugoslavia	37.7	15.9	53.6	2	2	2	77	55	69
Other countries	154.7	54.0	208.7	9	7	8	61	49	58
Total	1,741.2	771.5	2,512.7	100	100	100	56	43	51

For footnotes see first table on page 123.

## TRADE UNION MEMBERS : STATE CAPITAL CITIES AND OTHER AREAS, NOVEMBER 1976 (a)

	Number ('000)			Per cent of total			Per cent of all employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
State capital cities (b)	1,123.9	532.1	1,656.0	65	69	66	55	42	50
Other areas	617.3	239.4	856.7	36	31	34	58	46	54
Total	1,741.2	771.5	2,512.7	100	100	100	56	43	51

(a) See note (a) to table on page 123. (b) State Metropolitan Statistical Divisions adopted for the 1971 Census of Population and Housing.

